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# Offender Re-entry and Employment In Iowa

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Prepared by

IOWA  
**WORKFORCE**  
DEVELOPMENT  
*Smart Results*

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## Executive Summary

The purpose of this research project was to analyze the success of ex-offenders' re-entries into the workforce. The data was analyzed by quarter for a ten-year period (first quarter 1999 through second quarter 2009) which includes the period before and after incarceration. Also, the data was analyzed to determine employment and wage trends by gender, age, race/ethnicity, education level, and risk level.

The results of the research will provide the Iowa Department of Corrections (IDOC) with a better understanding of the released offenders' employment statuses before and after incarceration.

There were a total 3,691 offenders included in this research. Those offenders were released from the Iowa Prison System from July 1, 2005 to June 30, 2006 and stayed in society. Included were offenders released to parole supervision, as well as offenders discharged from prison with no supervision.

The results show that overall the average employment rate for 1999-2000 was 39.1 percent when the majority were not in prison. Over the next several years, the rates declined further to 14.5 percent in 2005 second quarter. The rates then increased to 50.0 percent over the next five quarters (through third quarter 2006). For 2007-2008, the employment rate averaged 39.4 percent, and when the recession arrived in 2009, it declined to 30.3 percent. Similarly, the average wage per quarter for 1999-2000 averaged \$2,660. These wages declined gradually over the next four years, bottoming out at \$1,836 in the third quarter of 2005. The average wage increased steadily over the next several years, reaching a peak of \$4,451 in the fourth quarter of 2008. The results show that the offenders in the report earned substantially higher wages after their release when compared to before their incarceration.

The majority of the offenders in this report were male (85.2%), while less than one-fifth were female (14.8%). Throughout this research period, the employment rates for the female offenders were consistently higher than those for the male offenders, with the greatest difference (10.1%) coming in the fourth quarter of 1999. However, throughout the research period the average wages of the male offenders were consistently higher than the average of the female offenders, with the greatest difference (\$1,714) coming in the third quarter of 2008.

The majority of male offenders in the report worked in *Administrative & Support & Waste Management & Remediation Services* (NAICS code: 56). A particularly high number of these male offenders worked in this industry immediately after their release from incarceration. Other primary industries of employment for males within the study were *Construction*, *Manufacturing*, and *Accommodation & Food Services*. The average wages from the *Construction* and *Manufacturing* industries were significantly higher than the other two during the reported period, and increased more rapidly upon the offender's release from incarceration.

The majority of female offenders in this report worked in *Accommodation & Food Services* (NAICS code: 72). A particularly high number of these female offenders worked in this industry immediately after their release from incarceration. Other primary industries of employment for females within the study were *Manufacturing*, *Retail Trade*, and *Administrative & Support & Waste Management & Remediation Services*. The average wages from the *Manufacturing* industry were significantly higher than the other three during the reported period, and increased more rapidly upon the offender's release from incarceration.

The highest percentage of offenders were White, Non-Hispanic (73.5%) and Black, Non-Hispanic (20.7%). Throughout most of the research period, Asian/Pacific Islander, Non-Hispanic offenders had higher employment rates and average wages than the other nationalities, while Black, Non-Hispanic and American Indian/Alaska Native, Non-Hispanic offenders reported the lowest employment rates and average wages.

Throughout the research period, the largest number of employed offenders were in the 21-30 year-old age group (537 per quarter) and the 31-40 year olds (381 per quarter). Employment rate trends by age group were very similar, with 21-30 year olds averaging the highest rate of 35.3 percent per quarter, and 31-40 year olds averaging 35.0 percent per quarter. Employed offenders in older age groups received higher average quarterly wages than those in younger age groups with the 61 & older age group having the highest average quarterly wage (\$4,748), followed by the 51-60 year olds (\$3,882).

The majority of offenders in this report obtained their high school diploma or their GED (76.4%), followed by those with an education level less than a high school diploma (15.9%), and those with a college degree (7.6%). Both employment rate and average wages are shown to have a positive relationship with offenders' education levels.

There were 1,603 offenders in this data set that had been assigned a Level of Service Inventory-Revised (LSI-R) risk level. When the employment rate and wage trends were compared across these offenders, those with lower risk levels showed higher employment rates and wages than offenders with higher risk levels.

Overall, this analysis shows that offenders with higher education levels, lower ages, and lower LSI-R risk levels are more likely to have a successful re-entry into the workforce after their release from incarceration.

## Limitations of Study

### Unemployment Insurance (UI) Records

#### Coverage

Unemployment insurance (UI) wage records are derived from unemployment insurance quarterly contribution reports. The state UI program does not cover federal employees, members of the armed forces, the self-employed, proprietors, unpaid family workers, church employees, and railroad workers covered by the railroad unemployment insurance system, as well as students employed in a college or university as part of a financial aid package. The UI program does provide partial information on agricultural industries and employees in private households.

#### Limitations

Multiple job-holders will have a separate wage record for each employer.

Wage records include full- and part-time workers; therefore, one may not assume a 40-hour workweek to get an average weekly wage.

Occupations are not included in the wage records.

Wages represent total wages paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging, and in some cases, deferred compensation may be included.

## Methodology

The released offender records (fiscal year 2005-06) from IDOC were imported into MS Excel for the initial data organization process. This included checking data integrity and duplicates, then creating a social security number only data file for wage matching. IDOC also provided the offender records up to May of 2009 to isolate the offenders who did not reenter the Iowa Prison System.

Offenders' social security numbers (SSNs) were then compared to the SSN field in the State of Iowa UI records using data compiled from third quarter of 2005 through the second quarter of 2009. The matched wage records were retrieved and compiled as a text file format. Also, the SSNs were compared to the archived UI records using data compiled from 1999 (the data in 1998 was not included completed due to the incomplete data). Then, those two datasets were combined in to one dataset to cover the 10-year period of wage records.

Through this matching process, quarterly wage, employer name, employer address, employer Federal ID, North America Industry Classification System (NAICS) code, quarter, and year were included. UI records capture employment information from those employers that pay unemployment insurance taxes (see Appendix A).

Once the match was complete, both offender records and wage records data sets were imported into SPSS statistical software to combine into one dataset for statistical analysis.

In this report, only UI records from the State of Iowa were used due to limited access to other states' data. Therefore, those individuals who were not identified were not necessarily unemployed, but they may have earned income in another state or from those businesses that do not require UI tax payments.

When a offender had multiple matched wage records in the same quarter, all wages were consolidated as a gross wage for the quarter. Those wage records were aggregated and averaged per quarter. That is called *Quarterly Gross Wage*. Throughout this report the employment rate and the average quarterly wage and total wage are calculated as the sum of the qualified (matched) population or wages divided by the qualified population except the sections for the analysis by male and female offender.

For the analysis by male and female offender, the participating industry was included to determine the number of employed and primary wage in that particular industry to understand the gender differences. The primary wage was determined as the highest wage amount during the same quarter to identify their main jobs and main industry where they worked.

To protect individual identities and retain confidentiality, average wages were not reported unless they included five or more individuals within each of the tables and charts.

## Introduction

In 2008, Iowa Workforce Development (IWD) and the Iowa Department of Corrections (IDOC) entered into a data sharing agreement in order to study the employment and earnings of 3,691 post-release offenders.

IDOC is a public safety agency within the Safe, Just and Inclusive Communities enterprise of the executive branch of state government, and is charged with the supervision, custody, and correctional programming of convicted adult offenders who are sentenced by the state courts for a period of incarceration in state prisons.

IDOC operates nine major correctional institutions that provide custody ranging from maximum to minimum security and operate 24 hours a day throughout the year. The department is responsible for providing "control, treatment, and rehabilitation of offenders committed under law" to its institutions.

This research was designed to help IWD and IDOC understand the status of employment and wages of released offenders and assist related organizations in their efforts to determine the effectiveness of their educational programming.

IWD used wage records from the state's unemployment insurance (UI) database, in conjunction with offender records provided by IDOC, to answer questions regarding the offenders' employment rate and earning levels, broken down by types of industry, gender, race, age, education level, and risk level.

Wage data and IDOC records were used for research purposes only and are published in aggregate to protect individuals' identities.

### **The objectives for this analysis are to:**

- **Determine the overall employment rate and average wage trends.**
- **Determine the employment rate and average wage trends by gender.**
- **Determine by gender the number of offenders employed and their average wages by industry.**
- **Determine the employment rate and average wage trends by race/ethnicity.**
- **Determine the employment rate and average wage trends by age group.**
- **Determine the employment rate and average wage trends by education level.**
- **Determine the employment rate and average wage trends by risk level.**

Also, this analysis examines the trends of employment and wages for the 10-year term of the study, including prior to incarceration.

This report includes outcomes based on the analysis of the objectives above inclusive of the ex-offenders who were released during fiscal year 2005 (July 2005 through June 2006) and not re-incarcerated in Iowa prisons based upon offender records up to May 2009.

Wage records used for this analysis range from the first quarter of 1999 through the second quarter of 2009 due to the limitation of UI record availability (see Limitations of Study, page 2). These records were used to identify employment status and average income of the offenders in this report.

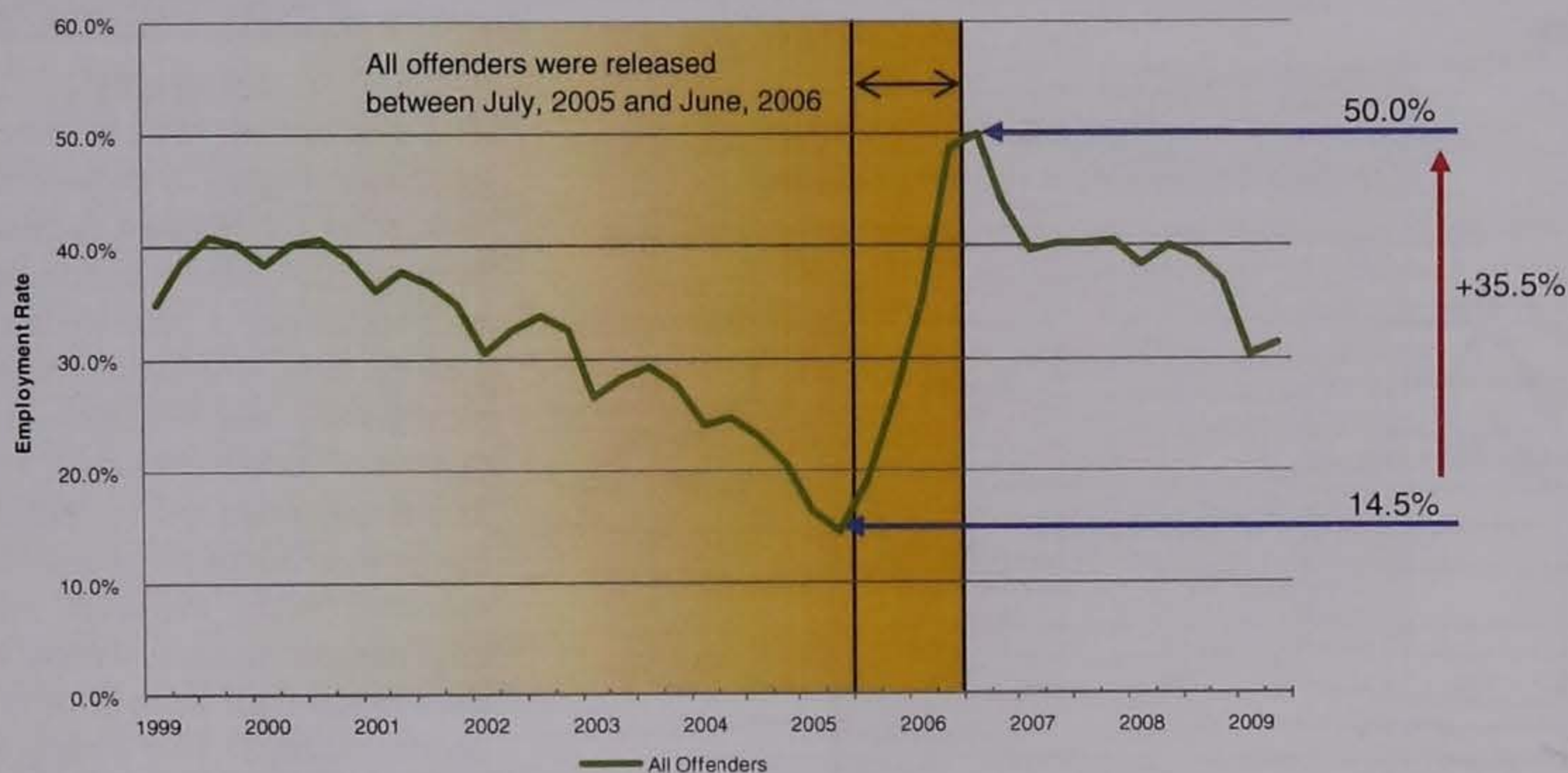
## Details of Results

### Overall Employment Rate And Average Wage

**Objective 1:** Determine the overall employment rate and average wage trends.

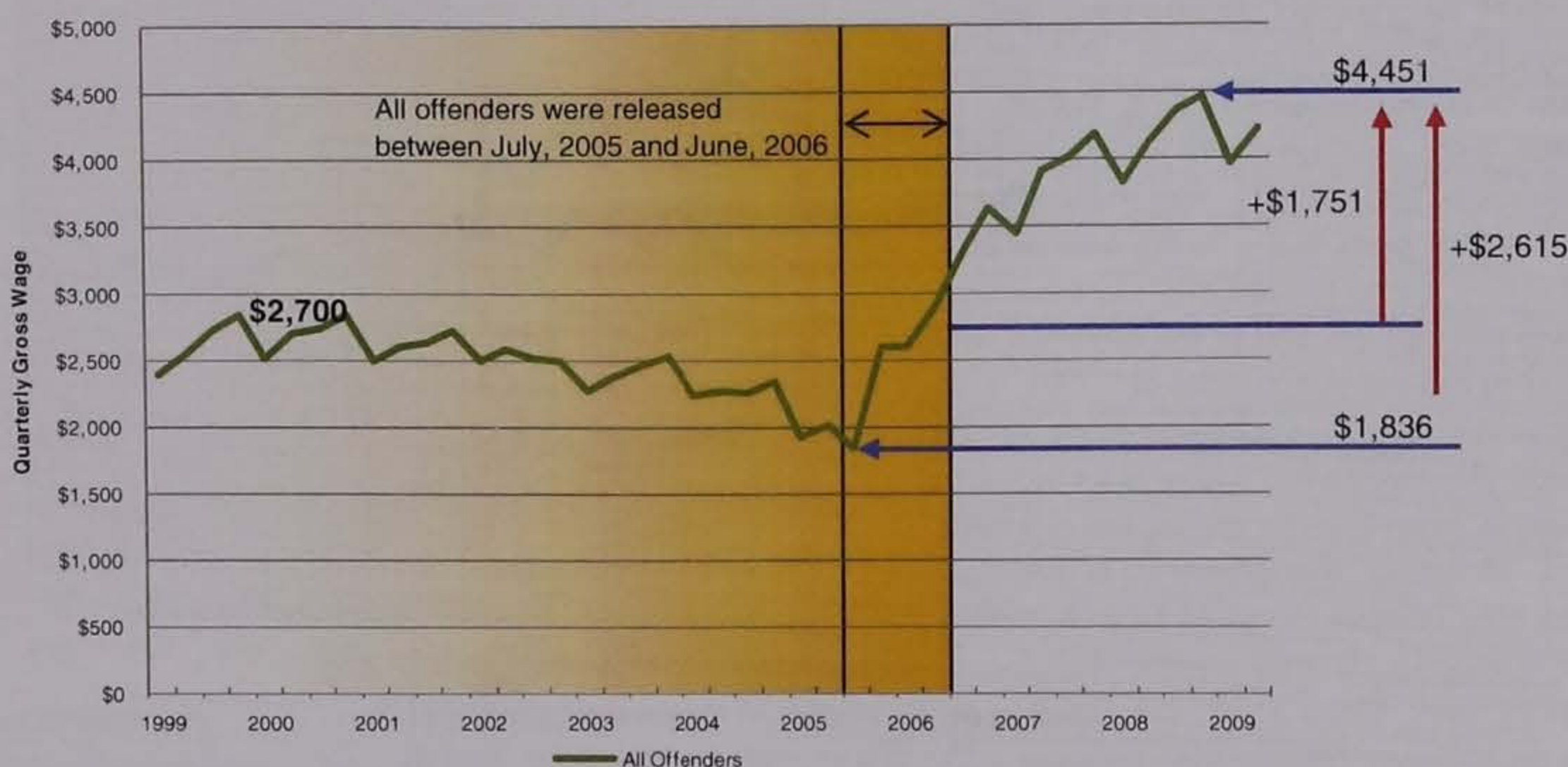
The 3,691 offenders included in this research were released during the fiscal year 2006 (July 1, 2005 through June 30, 2006). Based upon records through May 31, 2009, none of the offenders had returned to imprisonment in Iowa.

**Figure 1**  
Overall Qualified Employment Rate



As shown above (Figure 1), the employment rate prior to incarceration of the 3,691 offenders included in this research averaged 39.1 percent in 1999 and 2000. From 2001 through the middle of 2005 the rates declined to 14.5 percent due to imprisonment. In contrast, for the four quarters following release (through 3rd quarter 2006) the employment rate rose to 50.0 percent. That was the highest percentage through this 10-year period, including prior to imprisonment. By first quarter 2007, the employment rate had declined to 40.0 percent, nearly as low as the 2001 level. In 2009, the first quarter showed another

**Figure 2**  
Overall Qualified Average Quarterly Gross Wage



As seen in Figure 2 above, average quarterly gross wage has been consistently increasing since the third quarter of 2005 (\$1,836). The highest average wage reached was \$4,451 in the fourth quarter of 2008, which is \$1,751 higher than the average wage in 2000.

Note: These wage figures were not seasonally adjusted. The wage drop in the first quarter of each year indicates that jobs held by the offenders in this report may have experienced seasonal adjustments.

## Employment Rate and Average Wage by Gender

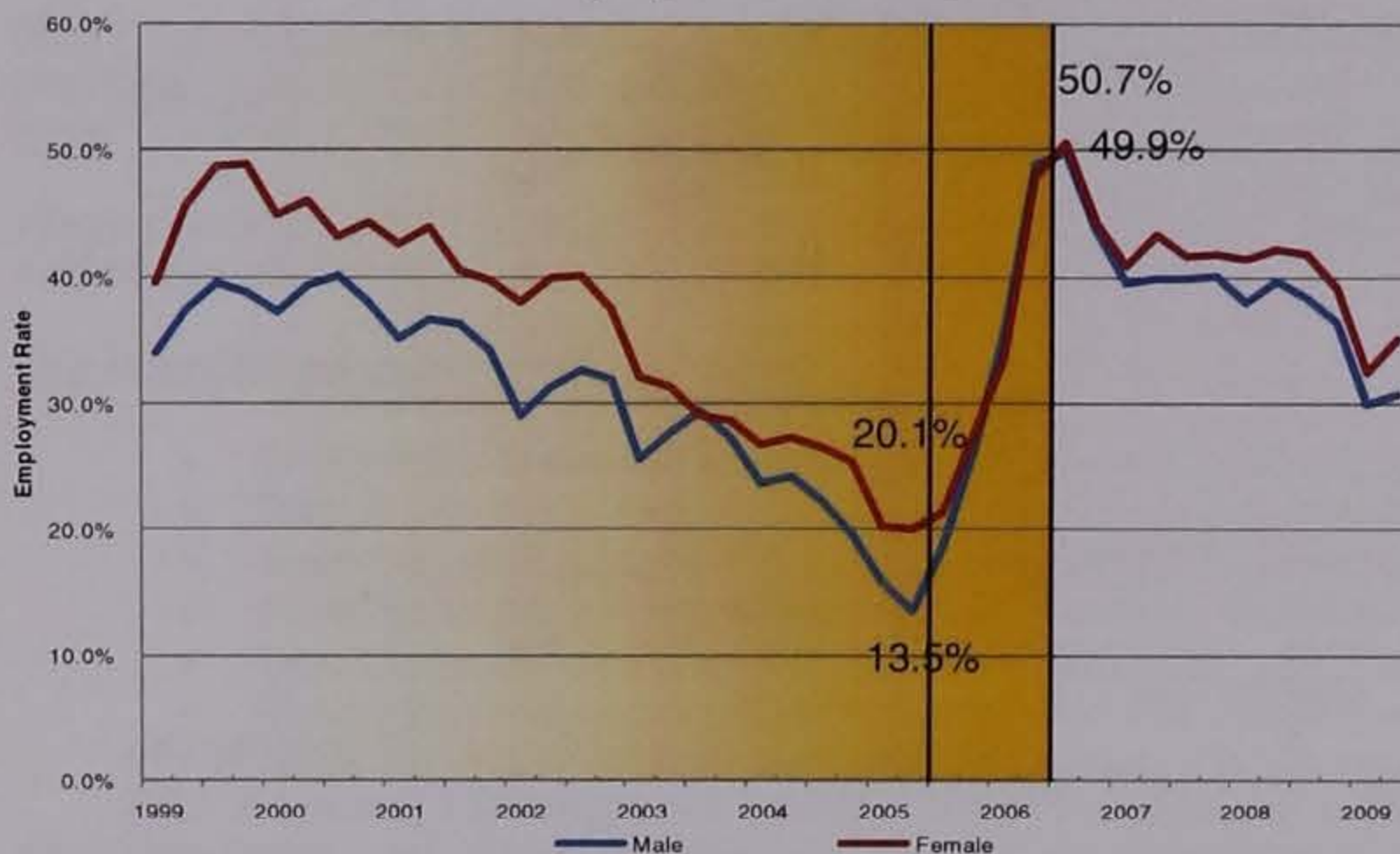
**Objective 2:** Determine the employment rate and average wage trends by gender.

As shown in **Table 1**, the majority (85.2%) of the 3,691 offenders included in this report were males, while less than one-fifth (14.8%) were females. As a comparison, Census 2000, conducted by the U.S. Census Bureau, showed that only 49.1 percent of lowans were males in 2000, while 50.9 percent were females.

**Table 1**  
Offenders by Gender

Gender	Count	Percent
Male	3,145	85.2%
Female	546	14.8%
<b>Total</b>	<b>3,691</b>	<b>100.0%</b>

**Figure 3**  
Qualified Employment Rate by Gender



The employment rates of male and female offenders (**Figure 3**) showed similar trends. Both show a consistent decline from 1999 through 2004, before bottoming out in the second quarter of 2005 (females 20.1%; males 13.5%); then, employment rates for both genders rose steeply, reaching their peaks in the third quarter of 2006 (females 50.7%; males 49.9%). The employment rate for female offenders was higher than males for all but three quarters in the reporting period. However, the average rates after release (females 41.3%; males 38.9%) were closer than those prior to release (females 36.1%; males 31.1%) Finally, the male offenders' employment rate shows a more apparent pattern of decreasing in the first quarter of each year, suggesting that the male offenders held more jobs in seasonally adjusted industries.

The average quarterly gross wages for male and female offenders (**Figure 4**) also showed similar trends throughout the reported period. Both show a consistent decline from 1999 through 2004, before bottoming out in the third quarter of 2005 (females \$1,572; males \$1,888); then, average gross wages for both genders rose consistently, with male offenders reaching their peak in the fourth quarter of 2008 (\$4,711) and female offenders continuing to climb through the end of the reported period (\$3,257 in the second quarter of 2009). Unlike employment rates, the average gross wages for male offenders were higher than those for females in every quarter during the reported period. Moreover, the difference in average wages after release (females \$2,816; males \$4,161) was significantly greater than the difference before release (females \$1,934; males \$2,590). Once again, the average gross wages of males demonstrated a more pronounced decline than females in the first quarter of each year, further suggesting that male offenders held more jobs in seasonally adjusted industries.

**Figure 4**  
Average Quarterly Gross Wage by Gender



## Employment Rate and Average Wage by Industry (NAICS): Male Offenders

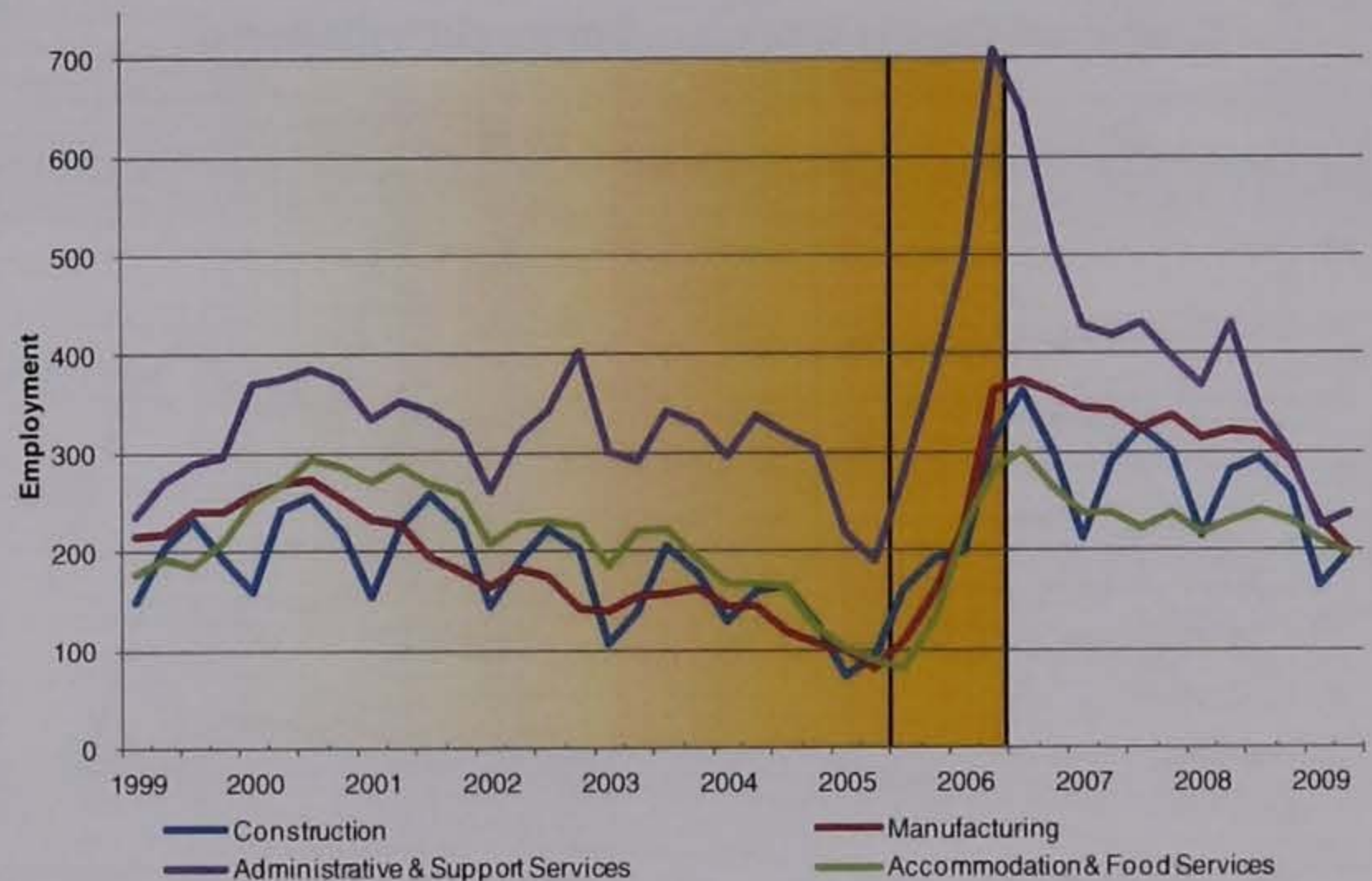
**Objective 3:** Determine by gender the number of offenders employed and their average wages by industry.

The North American Industry Classification System (NAICS) is the standard used by federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. For further information about the NAICS, see Appendix A on page 13.

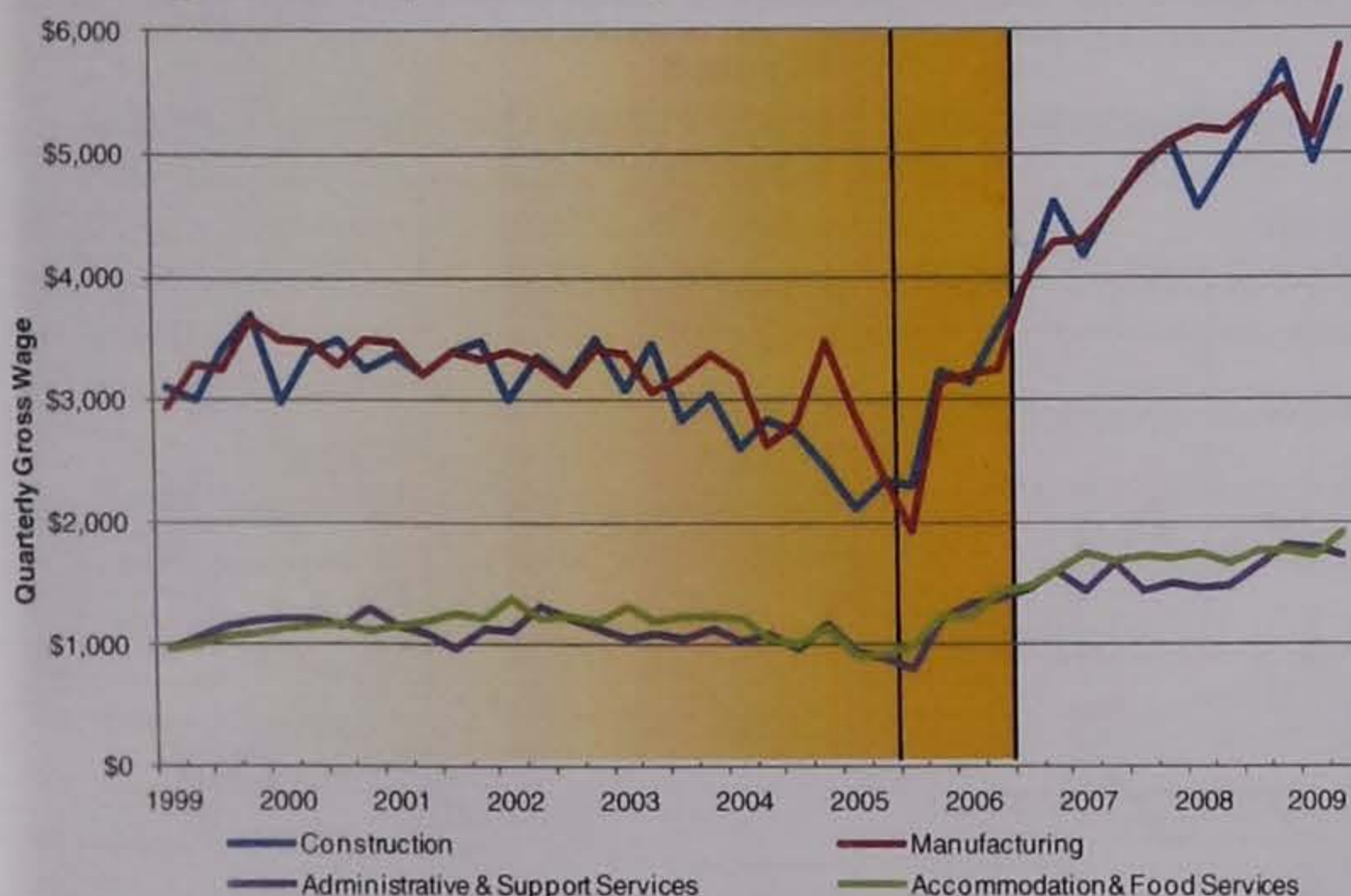
**Figure 5** identifies the top four industries that employed the male offenders included in this report and tracks the number of male offenders employed in each quarter of the report period. While each industry showed a steady decline in the number of offenders in this report employed prior to their release (2000 through the second quarter of 2005), the administrative & support & waste management & remediation services industry employed the highest average number of offenders (336 per quarter), followed by the accommodation & food services industry (208 per quarter), the manufacturing industry (188 per quarter), and the construction industry (185 per quarter).

Throughout the release period (third quarter of 2005 through second quarter of 2006), the average number of employees per quarter in each industry rose sharply. After the release period each industry's numbers of employed offenders dropped again, but maintained a higher average per quarter than before the release period, led by the administrative & support & waste management & remediation services industry (395 per quarter), followed by the manufacturing industry (314 per quarter), the construction industry (267 per quarter), and the accommodation & food services industry (237 per quarter). The three most commonly held positions in the administrative & support & waste management & remediation services industry throughout the report period were temporary help, telephone call center worker, and janitorial/landscaping

**Figure 5**  
Number of Male Offenders Employed by Industry



**Figure 6**  
Average Quarterly Gross Wage of Male Offenders by Industry



Throughout the reporting period, the manufacturing industry paid the highest average quarterly wage, averaging \$3,182 before the release period and \$4,960 after the release period, followed by the construction industry (\$3,089 before, \$4,868 after); the accommodation & food services industry (\$1,153 before, \$1,715 after); and the administrative & support & waste management & remediation services industry (\$1,117 before, \$1,583 after).

**Figure 6** uses the same four industries to track the average quarterly gross wages of male offenders included in this report. While the construction and manufacturing industries showed a steady decline in average wages prior to the release period (2000 through the second quarter of 2005), the administrative & support & waste management & remediation services and accommodation & food services industries' wages remained relatively steady. Similar to the employment numbers, each industry saw a significant increase in average wage growth throughout the release period (third quarter of 2005 through second quarter of 2006); but unlike the employment numbers, the average wages of each industry continued to grow after the release period until the end of the reporting period.

Throughout the reporting period, the manufacturing industry paid the highest average quarterly wage, averaging \$3,182 before the release period and



## Employment Rate and Average Wage by Industry (NAICS): Female Offenders

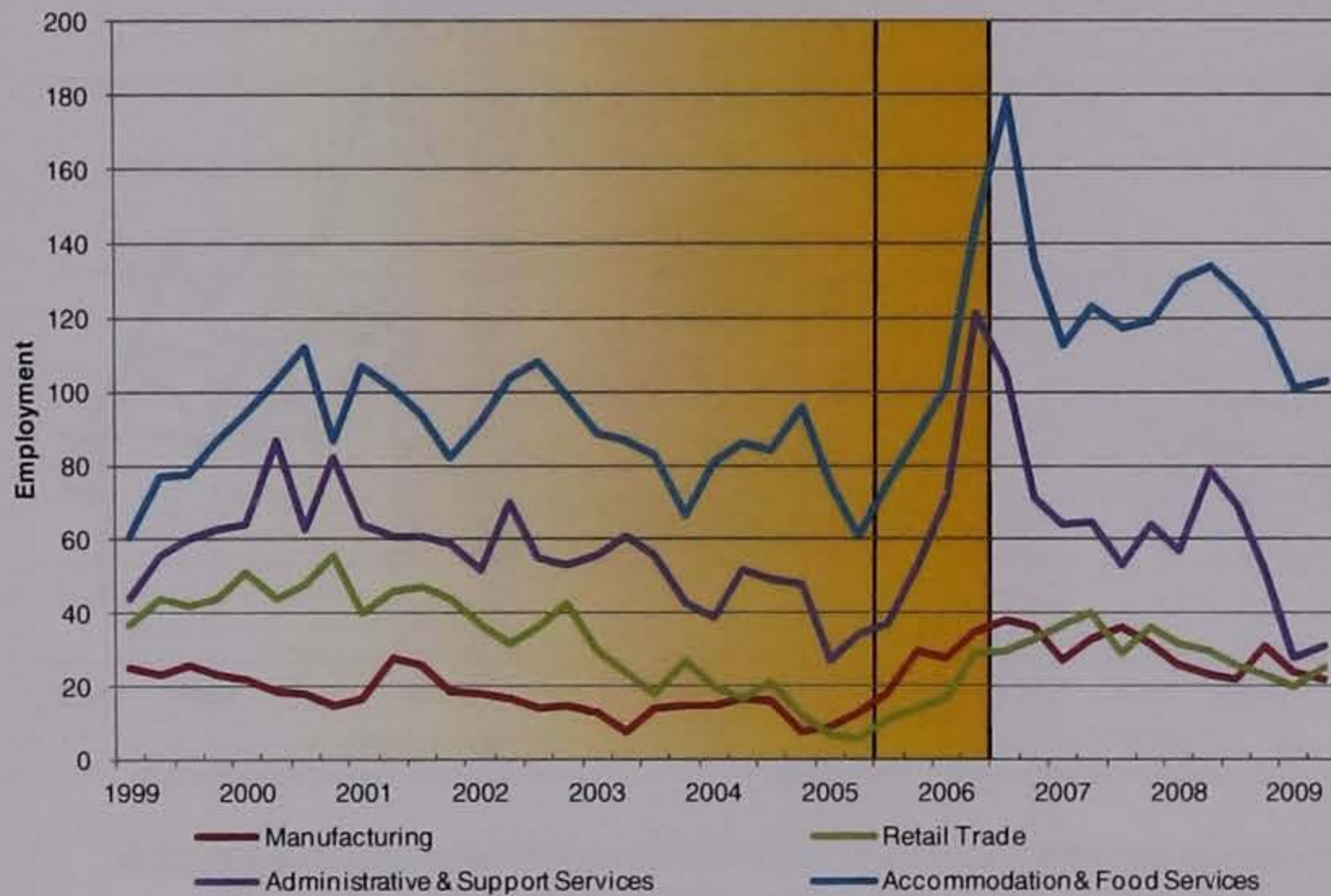
**Objective 3 (cont.):** Determine by gender the number of offenders employed and their average wages by industry.

**Figure 7** identifies the top four industries that employed the female offenders included in this report and tracks the number of female offenders employed in each quarter of the report period. Despite instability in the trends, each industry showed a decline over time in the number of offenders in this report employed prior to their release (2000 through 2005). The accommodation & food services industry employed the highest average number of offenders (90 per quarter), followed by the administrative & support & waste management & remediation services industry (58 per quarter), the retail trade industry (31 per quarter), and the manufacturing industry (19 per quarter).

Throughout the release period (third quarter of 2005 through second quarter of 2006), the average number of employees per quarter in each industry rose significantly. After the release period each industry's numbers of employed offenders declined again over time, but three of the four maintained a higher average per quarter than before the release period, lead by the accommodation & food services industry (125 per quarter), followed by the administrative & support & waste management & remediation services industry (61 per quarter), the retail trade industry (30 per quarter), and the manufacturing industry (29 per quarter). The two types of businesses that employed the highest number of female offenders in the accommodation & food services industry throughout the report period were restaurants and hotel/motel operations.

**Figure 7**

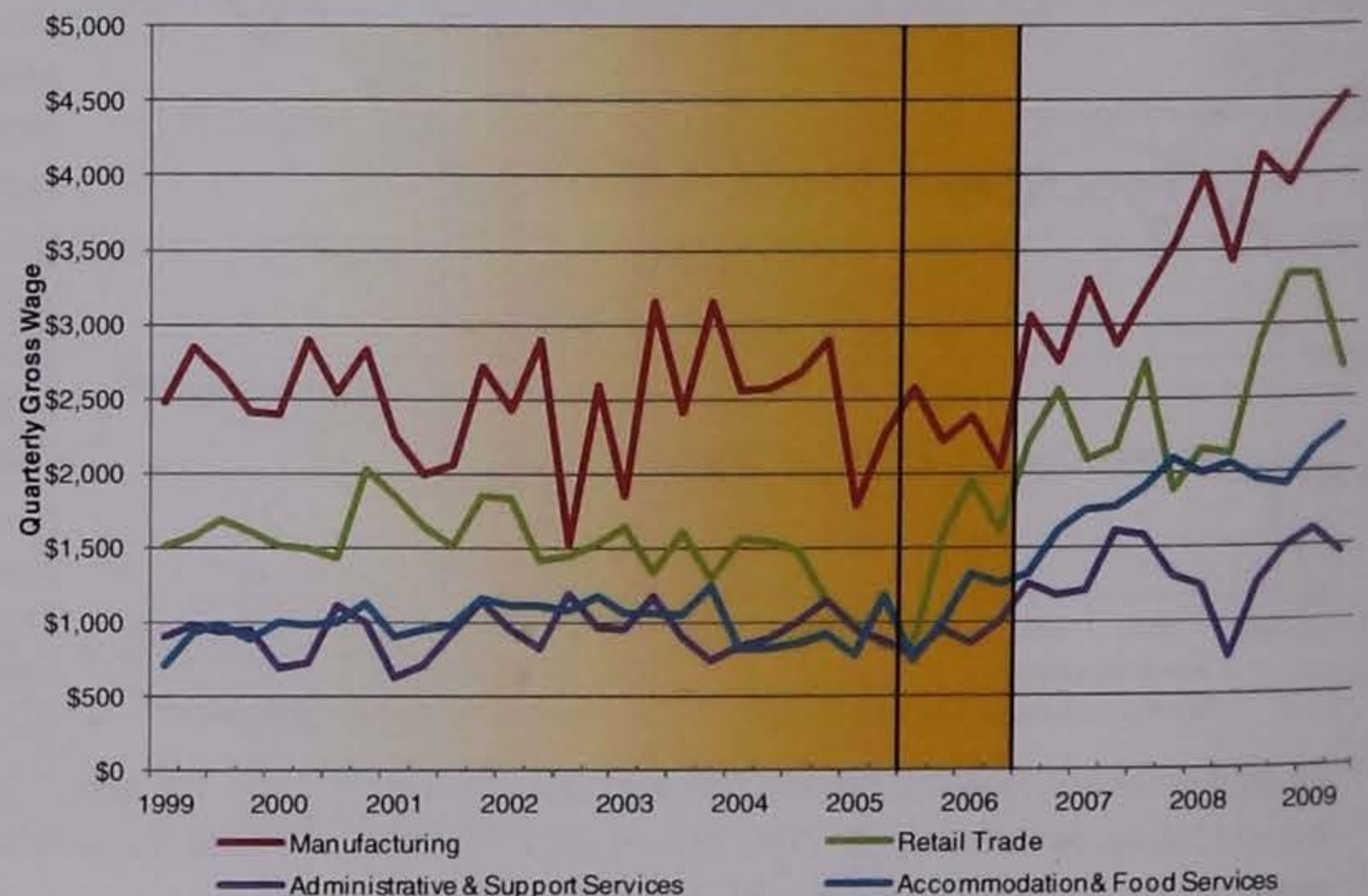
**Number of Female Offenders Employed by Industry**



**Figure 8** uses the same four industries to track the average quarterly gross wages of female offenders included in this report. While the manufacturing industry showed a great deal of instability, and the retail trade industry showed a decline over time in average wages prior to the release period (2000 through 2005), the administrative & support & waste management & remediation services and accommodation & food services industries' wages remained relatively steady. Similar to the employment numbers, each industry saw an increase in average wage growth throughout the release period (third quarter of 2005 through second quarter of 2006); but unlike the employment numbers, the average wages of three of the four industries continued to show growth after the release period continuing through the end of the reporting period. Throughout the reporting period, the manufacturing industry paid the highest average quarterly wage per quarter, averaging \$2,472 before the release period and \$3,594 after the release period, followed by the retail trade industry (\$1,513 before, \$2,518 after); the accommodation & food services industry (\$1,008 before, \$1,901 after); and the administrative & support & waste management & remediation services industry (\$924 before, \$1,329 after).

**Figure 8**

**Average Quarterly Gross Wage of Female Offenders by Industry**



## Overall Employment Rate and Average Wage by Race/Ethnicity

**Objective 4:** Determine the employment rate and average wage trends by race and ethnicity.

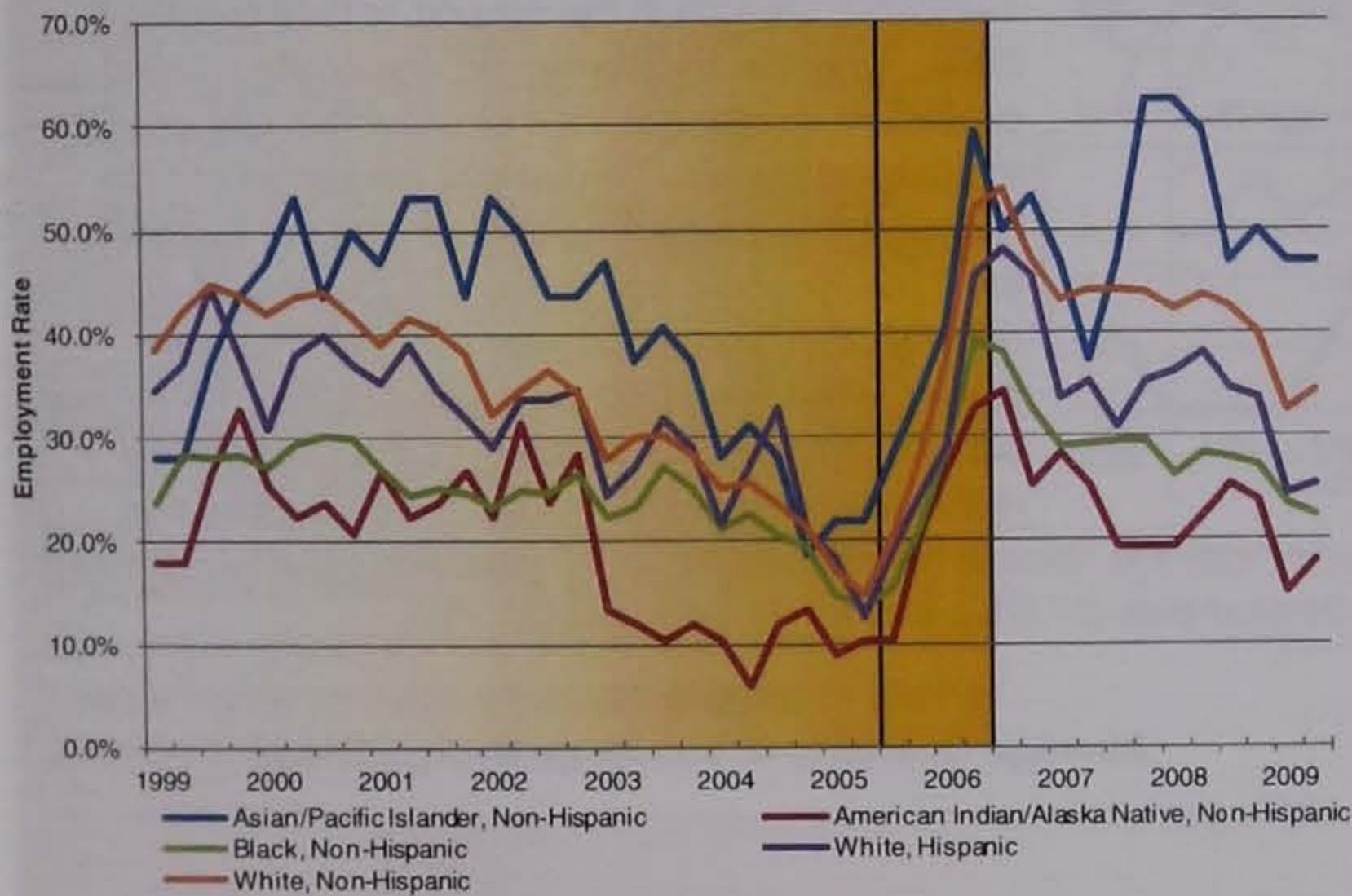
As shown in **Table 2**, nearly three-fourths (73.5%) of the offenders were White, non-Hispanic, followed by Black, non-Hispanic (20.7%); White, Hispanic (3.0%); American Indian/Alaskan Native, non-Hispanic (1.8%); Asian/Pacific Islander, non-Hispanic (0.9%); and Black, Hispanic (0.1%). As a comparison, Census 2000 showed Iowa's population to be 93.9 percent White, non-Hispanic; 2.1 percent Black, non-Hispanic; 2.8 percent Hispanic; 0.3 percent American Indian/Alaska Native, non-Hispanic; and 1.3 percent Asian/Pacific Islander.

**Table 2**  
Offenders by Race/Ethnicity

Race/Ethnicity (Code)	Frequency	Percent
American Indian/Alaska Native, Non-Hispanic (AI/AN - NH)	67	1.8%
Asian/Pacific Islander, Non-Hispanic (A/PI - NH)	32	0.9%
Black, Hispanic (B - H)	3	0.1%
Black, Non Hispanic (B - NH)	765	20.7%
White, Hispanic (W - H)	110	3.0%
White, Non Hispanic (W - NH)	2,714	73.5%
<b>Total</b>	<b>3,691</b>	<b>100.0%</b>

Note: Black, Hispanics were excluded from this analysis due to insufficient data.

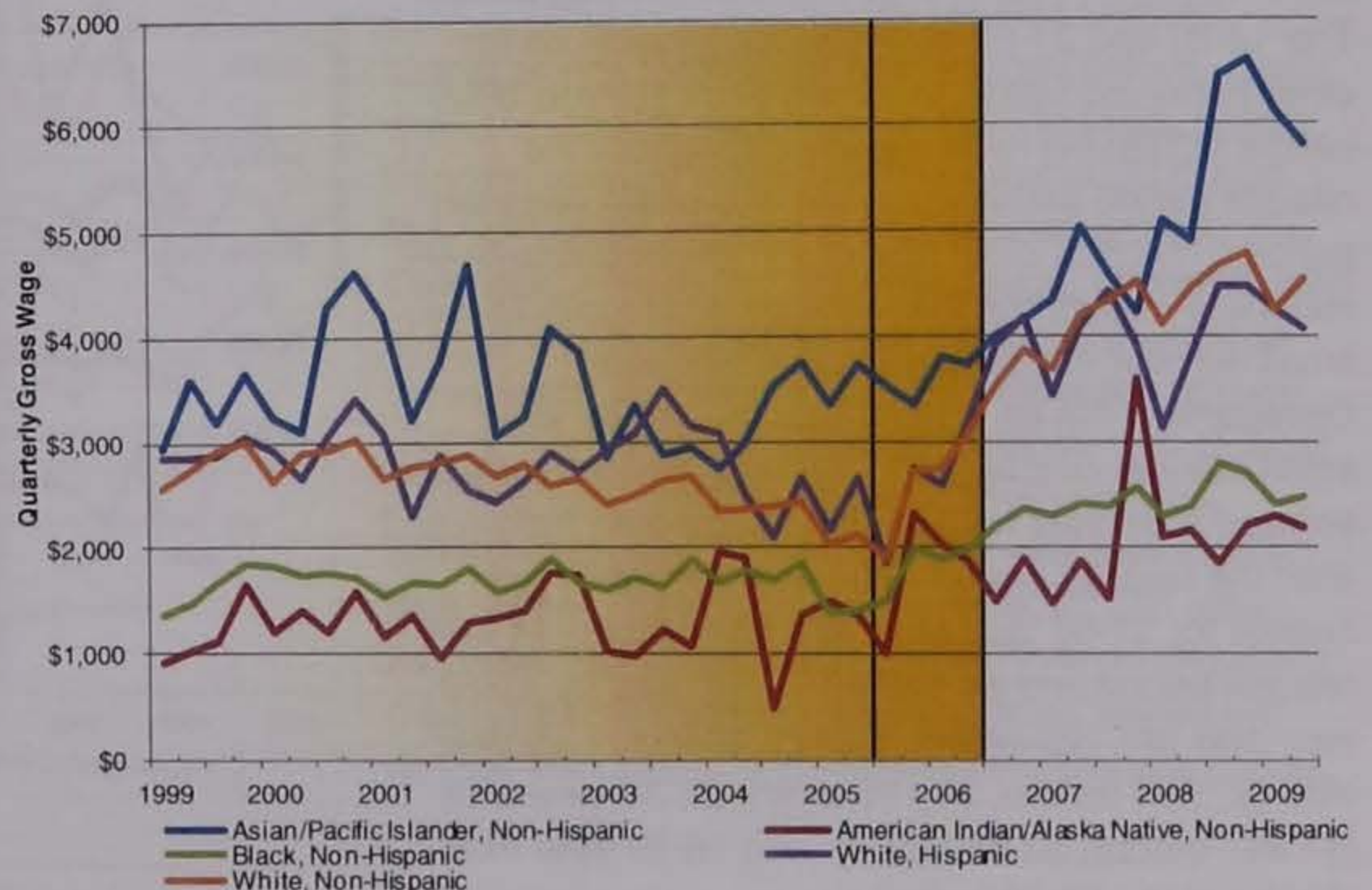
**Figure 9**  
Qualified Employment Rate by Race/Ethnicity



The employment rates of offenders of each race and ethnicity (**Figure 9**) showed similar trends throughout the reported period. Each shows an inconsistent decline over time from 1999 to 2005, before rising steeply through the release period (third quarter of 2005 through second quarter of 2006), eventually peaking in the second or third quarter of 2006. Throughout most of the reported period, Asian/Pacific Islander, non-Hispanic offenders had the highest average employment rate per quarter (39.8% before the release period, 50.8% after), followed by White, Hispanics (34.0% before, 42.6% after); White, non-Hispanics (31.2% before, 35.2% after); Black, non-Hispanics (24.8% before, 28.7% after); and American Indian/Alaska Native, non-Hispanics (19.8% before, 23.0% after). Also, each race and ethnicity showed at least a slightly higher average employment rate per quarter after the release period than before.

The average quarterly gross wages for offenders of each race and ethnicity (**Figure 10**) also showed similar trends throughout the reported period. Each shows significant instability resulting in a gradual decline from 1999 to 2005, before beginning a more measurable increase in the third quarter of 2005 lasting through the end of the reported period. Throughout most of the reported period, Asian/Pacific Islander, non-Hispanic offenders had the highest average gross wage per quarter (\$3,511 before the release period, \$5,105 after), followed by White, Hispanics (\$2,781 before, \$4,009 after); White, non-Hispanics (\$2,631 before, \$4,245 after); Black, non-Hispanics (\$1,699 before, \$2,444 after); and American Indian/Alaska Native, non-Hispanic (\$1,376 before, \$2,056 after). As previously noted, each race and ethnicity showed a significant increase in average gross wages per quarter throughout and following the release period.

**Figure 10**  
Average Quarterly Gross Wage by Race/Ethnicity



## Overall Employment Rate and Average Wage by Age Group

**Objective 5:** Determine the employment rate and average wage trends by age group.

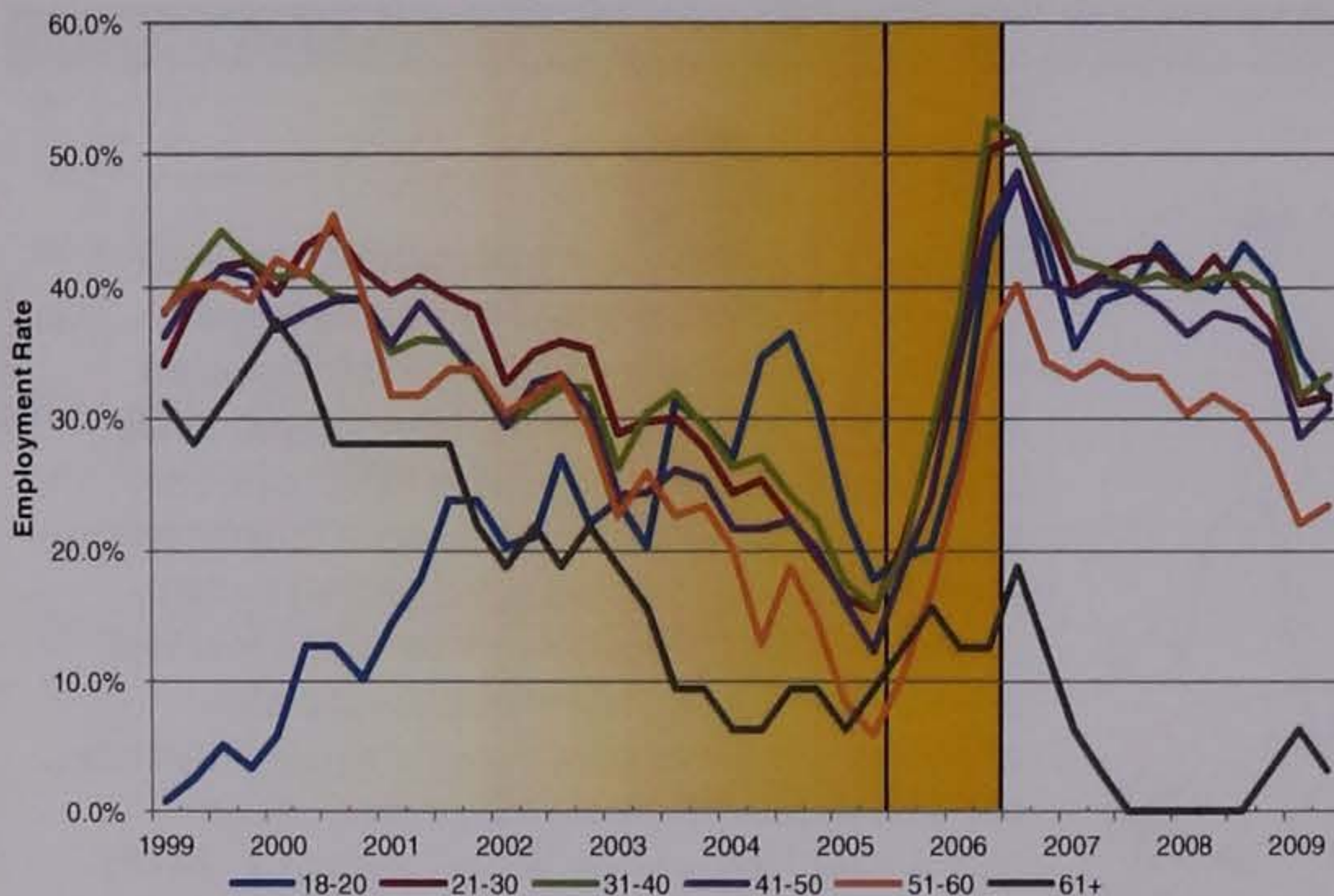
The average age of the offenders included in this report at the time of their release (Table 3) was 33.8 years old. The youngest offender at the time of release included in this report was 18 years old, and the oldest was 82 years old. The largest percentage (41.3%) of released offenders were in the 21-30 year-old age group, followed by 31-40 year olds (29.4%); 41-50 year olds (21.0%); 51-60 year olds (4.2%); 18-20 year olds (3.2%); and the 61 & older age group (0.9%).

**Table 3**  
**Offenders by Age Group**

Age Group	Frequency	Percent
18-20	118	3.2%
21-30	1,523	41.3%
31-40	1,087	29.4%
41-50	777	21.0%
51-60	154	4.2%
61 & older	32	0.9%
<b>Total</b>	<b>3,691</b>	<b>100.0%</b>

**Figure 11**

**Qualified Employment Rate by Age Group**



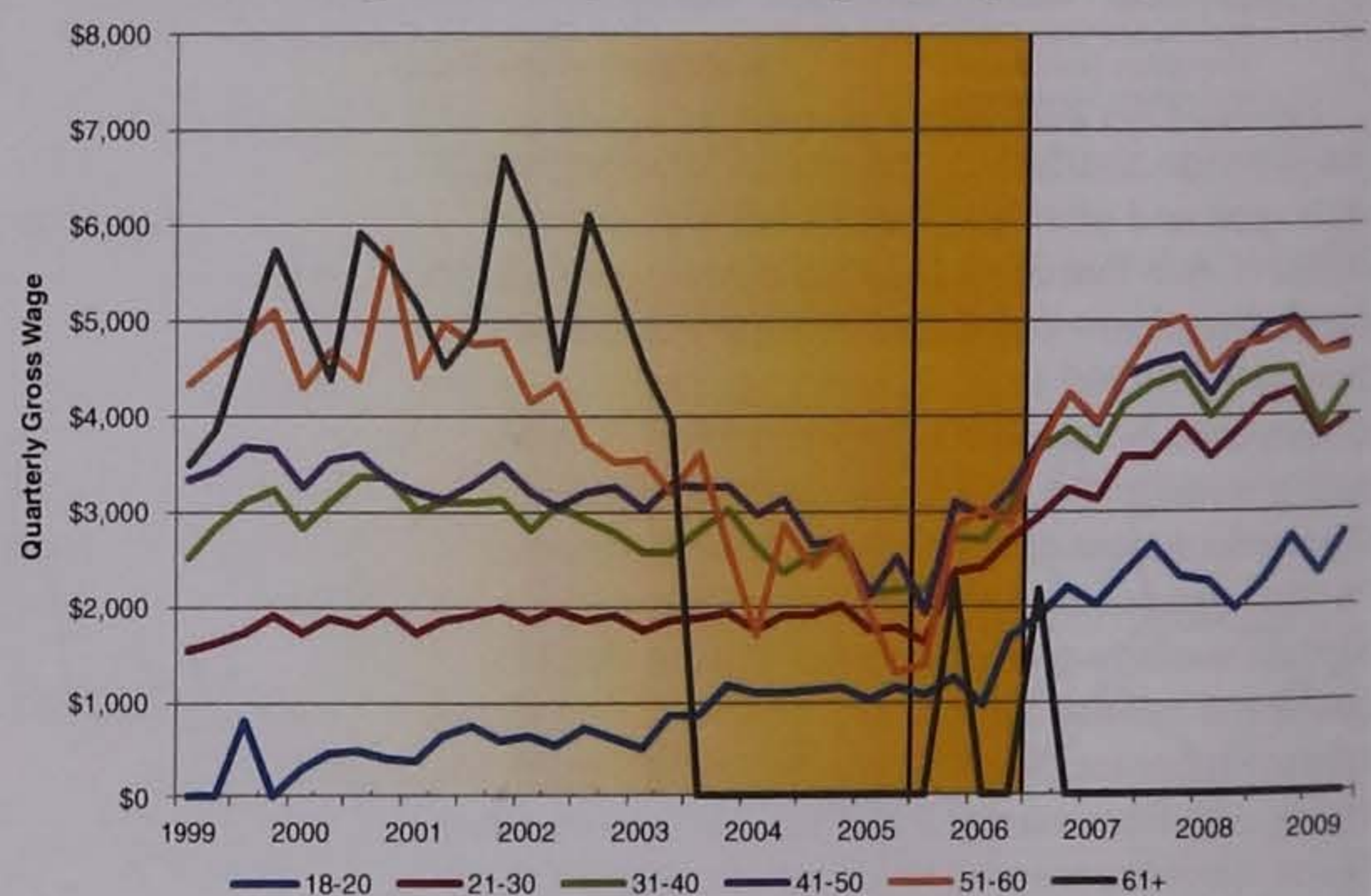
The employment rates of offenders in five out of the six age groups (Figure 11) showed similar trends throughout the reported period. Each showed an inconsistent decline over time from 1999 to 2005, before rising steeply through the release period (third quarter of 2005 through second quarter of 2006), eventually peaking in the second or third quarter of 2006. Only the 18-20 year-old age group showed a consistent increase in their employment rate prior to the release period. Throughout the period prior to release the average employment rate per quarter for the 21-30 year-old age group (33.2%), the 31-40 year olds (32.7%), and 41-50 year olds (30.6%) were similar, while the 51-60 year olds (28.2%), 18-20 year olds (20.3%), and 61 & older (19.8%) age groups were somewhat lower. All but the 61 & older age

group (4.4%) averaged a higher employment rate per quarter after the release period, lead by 31-40 year olds (40.8%), followed by 21-30 year olds (40.3%), 18-20 year olds (40.0%), 41-50 year olds (37.9%), and 51-60 year olds (31.2%).

The average quarterly gross wages for offenders of the 31-40, 41-50, and 51-60 year-old age groups (Figure 12) showed similar trends throughout the reported period. Each shows instability resulting in a gradual decline from 1999 to 2005, before beginning a more measurable increase in the third quarter of 2005 lasting through the end of the reported period. The 18-20 and 21-30 year-old age groups, on the other hand, increased gradually from 1999 to 2005 before increasing more rapidly throughout the release period and through the end of the reported period. The 61 & older age group showed significant instability throughout the reported period due to the small number of offenders in this category. Disregarding the 61 & older age group due to its small number of offenders, average quarterly wages showed a positive relationship to age both before and after the release period. The average wage per quarter for 51-60 year olds was \$3,618 prior to the release period and \$4,540 after, followed by 41-50 year olds (\$3,126 before, \$4,478 after); 31-40 year olds (\$2,809 before, \$4,128 after); 21-30 year olds (\$1,897 before, \$3,656 after); and 18-20 year olds (\$828 before, \$2,306 after).

**Figure 12**

**Average Quarterly Gross Wage by Age Group**



## Overall Employment Rate and Average Wage by Education Level

**Objective 6:** Determine the employment rate and average wage trends by education level.

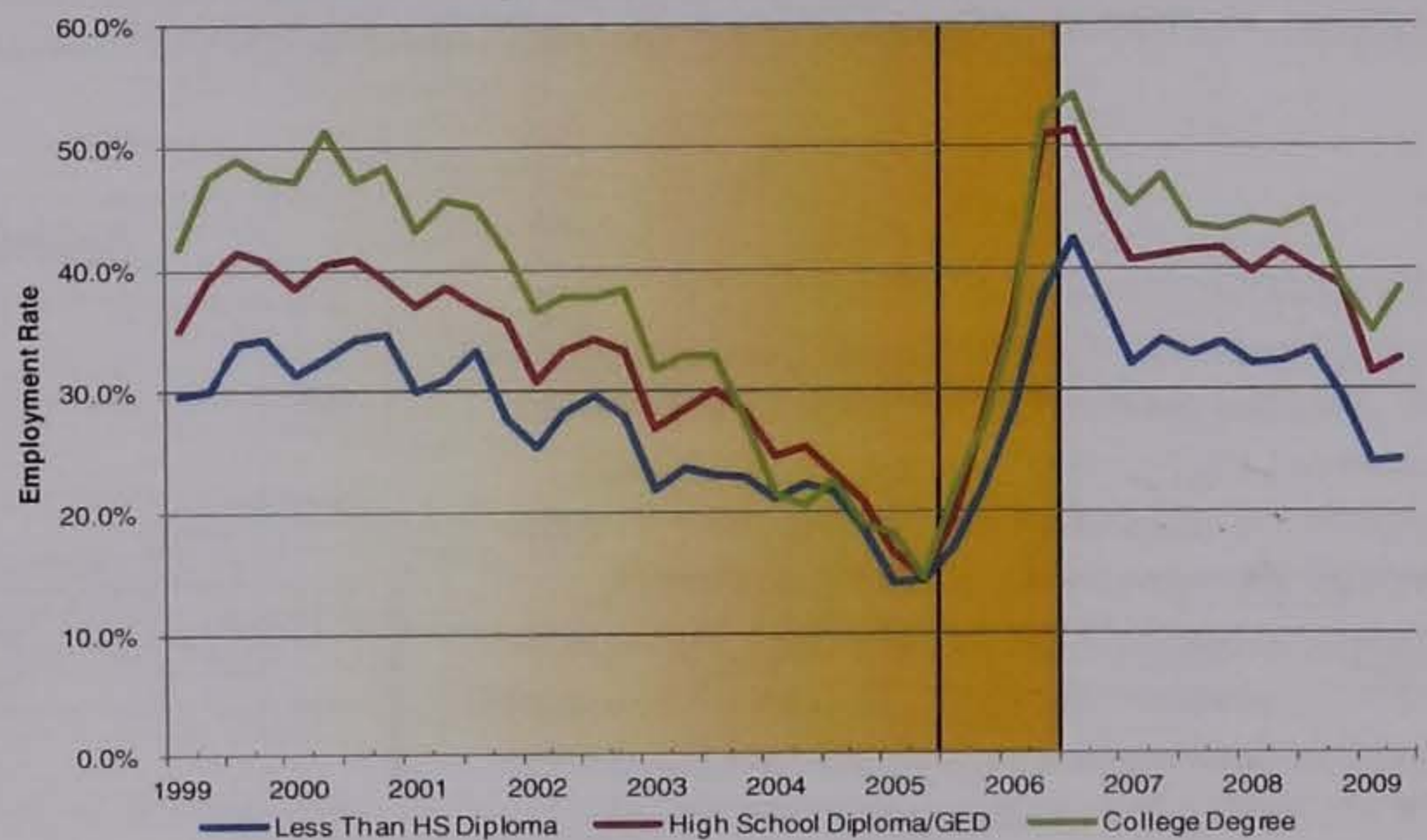
**Table 4**  
**Offenders by Education Level**

Education Level	Frequency	Percent
1-12th Grade	570	15.4%
GED	1,843	49.9%
High School Diploma	890	24.1%
College Degrees/Some College	294	8.0%
Others/Unknown	94	2.6%
<b>Total</b>	<b>3,691</b>	<b>100.0%</b>

Education levels of offenders included in this report at the time of their incarceration (**Table 4**) range from elementary school to the completion of a doctorate degree. Nearly half (49.9%) of the offenders in this report had obtained their General Equivalency Degree (GED). Of the offenders with their GED, 277 received it during their incarceration; of those 277, 168 offenders received them at Perkins program participating facilities. Nearly one-fourth (24.1%) had received their high school diploma, while less than one-tenth (8.0%) had taken some college courses or held a college degree. 94 offenders (2.6%) categorized themselves as Others/Unknown.

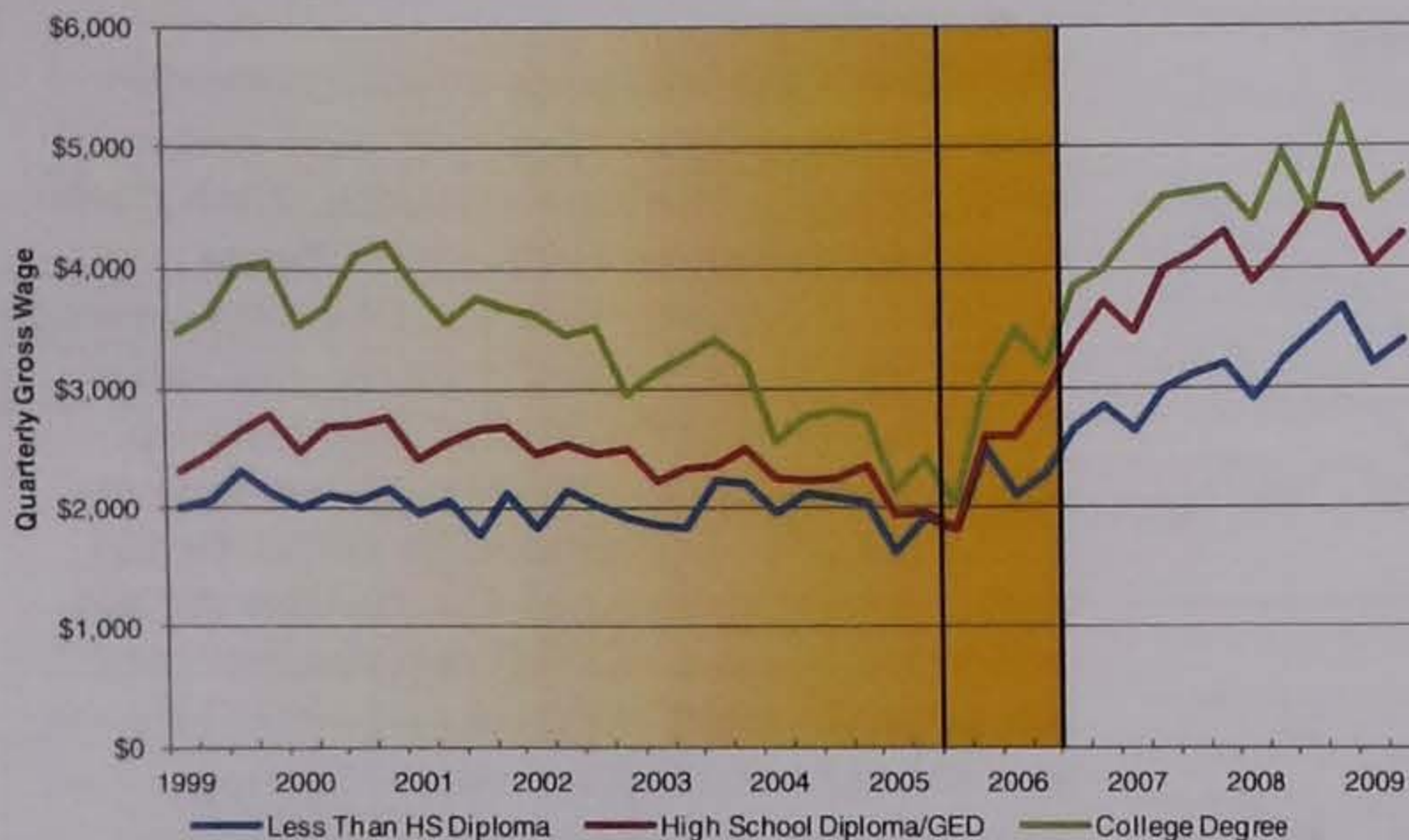
The employment rates of offenders at all education levels (**Figure 13**) showed similar trends throughout the reported period. Each shows a consistent decline over time from 1999 to 2005, before rising steeply through the release period (third quarter of 2005 through second quarter of 2006), eventually peaking in the third quarter of 2006 before consistently declining once again. Throughout most of the reported period, offenders with at least a college degree had the highest average employment rate per quarter (36.9% before the release period, 41.5% after), followed by those with at least a high school diploma or GED (32.3% before, 38.7% after), and those with less than a high school diploma (27.0% before, 30.9% after). Also, each education level showed at least a slightly higher average employment rate per quarter after the release period than before.

**Figure 13**  
**Qualified Employment Rate by Education Level**



**Figure 14**

**Average Quarterly Gross Wage by Education Level**



The average quarterly gross wages for offenders of each education level (**Figure 14**) also showed similar trends throughout the reported period. Each shows a gradual decline from 1999 to 2005, before trending upward in the fourth quarter of 2005 and lasting through the end of the reported period. Throughout the entire reported period, offenders with at least a college degree had the highest average gross wage per quarter (\$3,389 before the release period, \$4,142 after), followed by those with at least a high school diploma or GED (\$2,455 before, \$3,642 after) and those offenders with less than a high school diploma (\$2,032 before, \$2,881 after). As previously noted, each education level showed a measurable increase in average gross wages per quarter throughout and following the release period.

## Overall Employment Rate and Average Wage by Risk Level

**Objective 7:** Determine the employment rate and average wage trends by risk level.

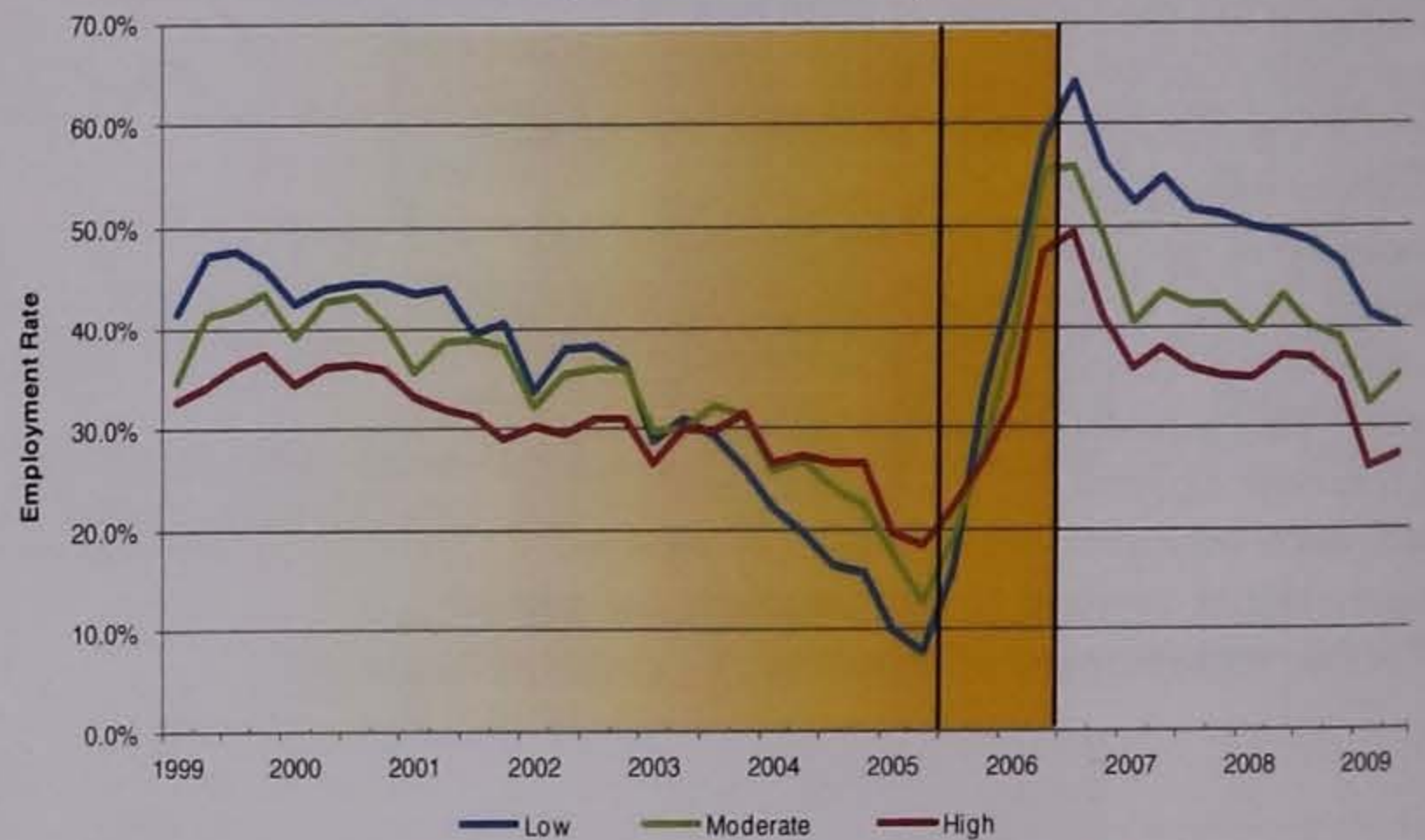
**Table 5**  
**Offenders by Risk Level**

Risk Levels (3 levels)	Risk Levels (5 levels)					Total
	Low	Low/Moderate	Moderate	Moderate/High	High	
Low	40	364	0	0	0	404
Moderate	0	0	761	0	0	761
High	0	0	0	364	74	438
<b>Total</b>	<b>40</b>	<b>364</b>	<b>761</b>	<b>364</b>	<b>74</b>	<b>1603</b>

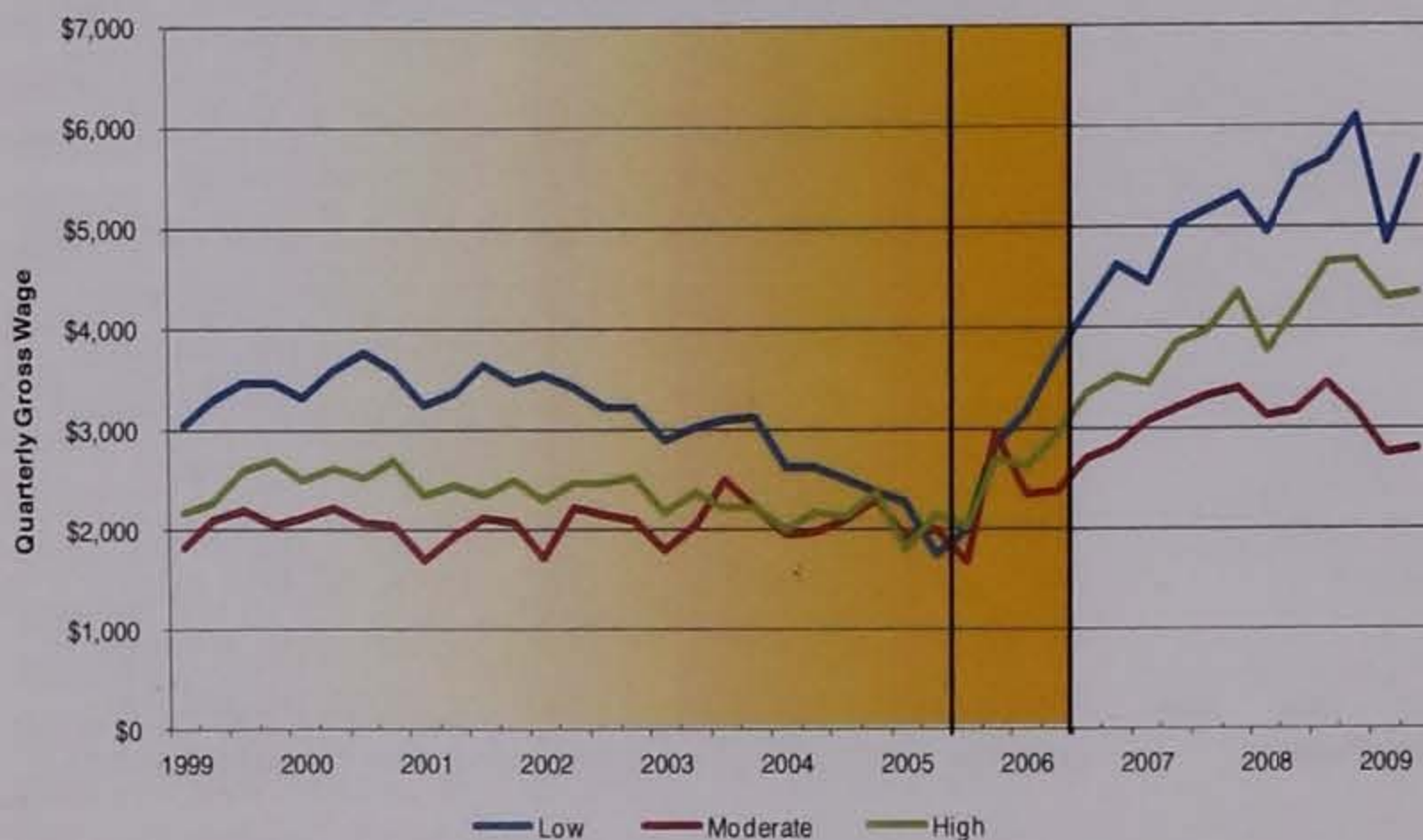
The risk levels used in this study are based on the Level of Service Inventory-Revised (LSI-R), which is an assessment of offender risk that measures risk and criminogenic need and helps predict recidivism. There were 1,603 offenders with an assigned LSI-R risk level in the given offender dataset. LSI-R identifies offenders' risk levels as either low, low/moderate, moderate, moderate/high, or high, with regard to recidivism. For this analysis, however, the lower two levels were combined into a "Low" risk level, and the higher two levels were combined into a "High" risk level. **Table 5** shows the number of offenders in this report by risk level using both the LSI-R five level categories and the three level categories adopted for this analysis. For further information about the LSI-R, see Appendix B on page 14.

**Figure 15**  
**Qualified Employment Rate by Risk Level**

The employment rates of offenders of each risk level (**Figure 15**) showed similar trends throughout the reported period. Each shows a decline over time from 1999 to 2005, before rising steeply through the release period (third quarter of 2005 through second quarter of 2006), eventually peaking in the third quarter of 2006. Throughout most of the reported period, low risk offenders had the highest average employment rate per quarter (34.4% before the release period, 50.6% after), followed by moderate risk offenders (33.8% before, 42.0% after) and high risk offenders (30.8% before, 36.1% after). Each risk level showed at least a slightly higher average employment rate per quarter after the release period than before.



**Figure 16**  
**Average Quarterly Gross Wage by Risk Level**



The average quarterly gross wages for offenders of each risk level (**Figure 16**) also showed similar trends throughout the reported period. Each shows a gradual decline from 1999 to 2005, before increasing significantly throughout the release period and lasting through the end of the reported period. Throughout most of the reported period, low risk offenders had the highest average gross wage per quarter (\$3,094 before the release period, \$5,125 after), followed by moderate risk offenders (\$2,379 before, \$4,030 after) and high risk offenders (\$2,095 before, \$3,081 after). As previously noted, each risk level showed a significant increase in average gross wages per quarter throughout and following the release period.

## **Conclusion**

IWD findings show that the employment rate and average wages of the 3,691 offenders included in this report declined consistently during the years prior to the release period (1999 through the second quarter 2005), likely due to the imprisonment of the offenders. Employment rate and average wages then rose sharply throughout the release period (third quarter 2005 through second quarter 2006). After the release period, the employment rate once again began to decline while average wages continued to rise through the end of the research period.

Results showed that these trends were consistent when the data set was examined by gender, industry, race/ethnicity, age, education level prior to incarceration, and LSI-R risk level.

## Appendix A

### North American Industry Classification System (NAICS)

#### *What is NAICS?*

NAICS (pronounced "nakes") is the new North American Industry Classification System, which replaces the decades-old Standard Industrial Classification (SIC) system and provides a better way to classify individual businesses. NAICS will be widely used by government and business and will change what information is available.

NAICS was developed by the United States, Canada, and Mexico to produce comparable data by industry which uses the consistent principle based on grouping businesses that use similar production processes.

NAICS industries are identified by a 6-digit code, in contrast to the 4-digit SIC code. The longer code accommodates the larger number of sectors and allows more flexibility in designating subsectors.

It also provides for additional detail not necessarily appropriate for all three NAICS countries.

NAICS is organized in a hierarchical structure much like the existing SIC.

- The first two digits designate a major Economic Sector (formerly Division) such as Agriculture or Manufacturing.
- The third digit designates an Economic Sub-sector (formerly Major Group) such as *Crop production* or *Apparel manufacturing*.
- The fourth digit designates an Industry Group, such as *Grain and oil seed farming* or *Fiber, yarn and thread mills*.
- The fifth digit designates the NAICS Industry, such as *Wheat farming* or *Broad woven fabric mills*.

For purposes of this analysis the 2-digit code structure was utilized to allow for less suppression of data.

Code	Industry Title
11	Agriculture, Forestry, Fishing and Hunting
21	Mining
22	Utilities
23	Construction
31-33	Manufacturing
42	Wholesale Trade
44-45	Retail Trade
48-49	Transportation and Warehousing
51	Information
52	Finance and Insurance
53	Real Estate and Rental and Leasing
54	Professional, Scientific, and Technical Services
55	Management of Companies and Enterprises
56	Administrative and Support and Waste Management and Remediation Services
61	Educational Services
62	Health Care and Social Assistance
71	Arts, Entertainment, and Recreation
72	Accommodation and Food Services
81	Other Services (except Public Administration)
92	Public Administration

Source: North American Industry Classification System Desk Aid, United States - Produced by Labor Market and Demographic Analysis Unit, Economic Information Services Division, Virginia Employment Commission

## Appendix B

### The Level of Service Inventory—Revised (LSI-R)

The Level of Service Inventory-Revised (LSI-R) is an actuarial classification system that measures risk and criminogenic need. The LSI-R measures 54 risk and need factors about 10 criminogenic domains that are designed to inform correctional decisions of custody, supervision, and service provision. The theoretically informed predictor domains measured by the LSI-R include criminal history, education/employment, financial situation, family/marital relationships, accommodation, leisure and recreation, companions, alcohol or drug use, emotional/mental health, and attitudes and orientations.

The LSI-R assessment is administered through a structured interview between the assessor and offender, with the recommendation that supporting documentation be collected from family members, employers, case files, drug tests, and other relevant sources as needed. The total risk/need score produced by the LSI-R is indicative of the number of predictor items (out of 54) scored as currently present for the offender. The LSI-R score is then actuarially associated with a likelihood of recidivism that was derived from the observed recidivism rates of previously assessed offenders.

Source: Flores, A., et al. (2006). Validating the Level of Service Inventory—Revised on a Sample of Federal Probationers. *Federal Probation*, 70(2). Retrieved from [http://www.uscourts.gov/fedprob/September\\_2006/inventory.html](http://www.uscourts.gov/fedprob/September_2006/inventory.html)



Appendix C

**Table 6**  
**Overall Qualified Employment Rate and Average Quarterly Gross Wage (Figures 1 & 2)**

Year	Quarter	Employment Count	Employment Rate	Quarterly Wage Mean
1999	1	1286	34.8%	\$2,388
	2	1426	38.6%	\$2,540
	3	1512	41.0%	\$2,724
	4	1488	40.3%	\$2,830
2000	1	1416	38.4%	\$2,519
	2	1488	40.3%	\$2,707
	3	1501	40.7%	\$2,737
	4	1440	39.0%	\$2,836
2001	1	1338	36.3%	\$2,499
	2	1393	37.7%	\$2,593
	3	1361	36.9%	\$2,636
	4	1292	35.0%	\$2,712
2002	1	1124	30.5%	\$2,492
	2	1206	32.7%	\$2,586
	3	1248	33.8%	\$2,502
	4	1208	32.7%	\$2,486
2003	1	982	26.6%	\$2,276
	2	1044	28.3%	\$2,377
	3	1085	29.4%	\$2,458
	4	1018	27.6%	\$2,532
2004	1	890	24.1%	\$2,235
	2	911	24.7%	\$2,266
	3	852	23.1%	\$2,245
	4	760	20.6%	\$2,336
2005	1	609	16.5%	\$1,932
	2	535	14.5%	\$2,014
	3	709	19.2%	<u>\$1,836</u>
	4	981	26.6%	\$2,604
2006	1	1302	35.3%	\$2,595
	2	1803	48.8%	\$2,889
	3	1845	<u>50.0%</u>	\$3,309
	4	1617	43.8%	\$3,623
2007	1	1465	39.7%	\$3,442
	2	1491	40.4%	\$3,911
	3	1487	40.3%	\$4,018
	4	1492	40.4%	\$4,192
2008	1	1421	38.5%	\$3,822
	2	1479	40.1%	\$4,108
	3	1439	39.0%	\$4,364
	4	1364	37.0%	<u>\$4,451</u>
2009	1	1120	30.3%	\$3,960
	2	1161	31.5%	\$4,212

Appendix C (cont.)

**Table 7**  
**Overall Qualified Employment Rate and Average Quarterly Gross Wage by Gender (Figures 3 & 4)**

Year	Quarter	Male (n=3,145)			Female (n=546)		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean
1999	1	1070	34.0%	\$2,460	216	39.6%	\$2,033
	2	1177	37.4%	\$2,635	249	45.6%	\$2,089
	3	1246	39.6%	\$2,875	266	48.7%	\$2,019
	4	1221	38.8%	\$3,018	267	<b>48.9%</b>	\$1,974
2000	1	1171	37.2%	\$2,657	245	44.9%	\$1,859
	2	1236	39.3%	\$2,863	252	46.2%	\$1,939
	3	1265	<b>40.2%</b>	\$2,854	236	43.2%	\$2,108
	4	1198	38.1%	\$2,970	242	44.3%	\$2,174
2001	1	1105	35.1%	\$2,628	233	42.7%	\$1,885
	2	1153	36.7%	\$2,719	240	44.0%	\$1,988
	3	1140	36.2%	\$2,772	221	40.5%	\$1,933
	4	1075	34.2%	\$2,819	217	39.7%	\$2,184
2002	1	916	29.1%	\$2,581	208	38.1%	\$2,101
	2	988	31.4%	\$2,713	218	39.9%	\$2,012
	3	1029	32.7%	\$2,627	219	40.1%	\$1,911
	4	1003	31.9%	\$2,589	205	37.5%	\$1,982
2003	1	807	25.7%	\$2,369	175	32.1%	\$1,848
	2	873	27.8%	\$2,463	171	31.3%	\$1,937
	3	926	29.4%	\$2,506	159	29.1%	\$2,180
	4	861	27.4%	\$2,651	157	28.8%	\$1,880
2004	1	744	23.7%	\$2,344	146	26.7%	\$1,685
	2	762	24.2%	\$2,354	149	27.3%	\$1,814
	3	707	22.5%	\$2,335	145	26.6%	\$1,809
	4	621	19.7%	\$2,453	139	25.5%	\$1,813
2005	1	498	15.8%	\$2,005	111	20.3%	\$1,604
	2	425	<b>13.5%</b>	\$2,093	110	<b>20.1%</b>	\$1,708
	3	592	18.8%	<b>\$1,888</b>	117	21.4%	<b>\$1,572</b>
	4	831	26.4%	\$2,730	150	27.5%	\$1,906
2006	1	1118	35.5%	\$2,681	184	33.7%	\$2,071
	2	1541	49.0%	\$3,039	262	48.0%	\$2,004
	3	1568	<b>49.9%</b>	\$3,476	277	<b>50.7%</b>	\$2,364
	4	1375	43.7%	\$3,810	242	44.3%	\$2,557
2007	1	1242	39.5%	\$3,592	223	40.8%	\$2,601
	2	1254	39.9%	\$4,140	237	43.4%	\$2,697
	3	1259	40.0%	\$4,244	228	41.8%	\$2,768
	4	1263	40.2%	\$4,431	229	41.9%	\$2,873
2008	1	1194	38.0%	\$4,030	227	41.6%	\$2,730
	2	1248	39.7%	\$4,365	231	42.3%	\$2,720
	3	1210	38.5%	\$4,637	229	41.9%	\$2,923
	4	1150	36.6%	<b>\$4,711</b>	214	39.2%	\$3,054
2009	1	943	30.0%	\$4,093	177	32.4%	<b>\$3,250</b>
	2	969	30.8%	\$4,401	192	35.2%	\$3,257

Appendix C (cont.)

Table 8

Qualified Employment Rate and Average Quarterly Gross Wage of Male Offenders by Industry (Figures 5 & 6)

Year	QTR	Male (n=3,145)			Construction (NAICS:23)			Manufacturing (NAICS:31-33)			Admin. & Support (NAICS:56)			Accom. & Food (NAICS:72)		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean
1999	1	1070	34.0%	\$2,460	150	14.0%	\$3,110	215	20.1%	\$2,936	236	22.1%	\$961	178	16.6%	\$968
	2	1177	37.4%	\$2,635	207	17.6%	\$3,003	218	18.5%	\$3,285	273	23.2%	\$1,059	194	16.5%	\$1,011
	3	1246	39.6%	\$2,875	234	18.8%	\$3,423	241	19.3%	\$3,253	290	23.3%	\$1,159	185	14.8%	\$1,077
	4	1221	38.8%	\$3,018	194	15.9%	\$3,702	241	19.7%	\$3,654	296	24.2%	\$1,188	211	17.3%	\$1,090
2000	1	1171	37.2%	\$2,657	161	13.7%	\$2,990	260	22.2%	\$3,499	371	31.7%	\$1,223	252	21.5%	\$1,123
	2	1236	39.3%	\$2,863	243	19.7%	\$3,404	269	21.8%	\$3,477	377	30.5%	\$1,203	269	21.8%	\$1,143
	3	1265	40.2%	\$2,854	257	20.3%	\$3,500	275	21.7%	\$3,284	386	30.5%	\$1,160	294	23.2%	\$1,168
	4	1198	38.1%	\$2,970	220	18.4%	\$3,254	254	21.2%	\$3,492	374	31.2%	\$1,290	288	24.0%	\$1,120
2001	1	1105	35.1%	\$2,628	156	14.1%	\$3,382	233	21.1%	\$3,485	335	30.3%	\$1,162	272	24.6%	\$1,143
	2	1153	36.7%	\$2,719	225	19.5%	\$3,219	228	19.8%	\$3,204	354	30.7%	\$1,086	287	24.9%	\$1,190
	3	1140	36.2%	\$2,772	260	22.8%	\$3,388	196	17.2%	\$3,390	344	30.2%	\$976	269	23.6%	\$1,250
	4	1075	34.2%	\$2,819	228	21.2%	\$3,477	181	16.8%	\$3,344	322	30.0%	\$1,136	260	24.2%	\$1,208
2002	1	916	29.1%	\$2,581	146	15.9%	\$3,008	165	18.0%	\$3,385	261	28.5%	\$1,111	209	22.8%	\$1,378
	2	988	31.4%	\$2,713	190	19.2%	\$3,359	183	18.5%	\$3,322	318	32.2%	\$1,322	229	23.2%	\$1,220
	3	1029	32.7%	\$2,627	224	21.8%	\$3,167	176	17.1%	\$3,118	344	33.4%	\$1,215	230	22.4%	\$1,225
	4	1003	31.9%	\$2,589	203	20.2%	\$3,490	143	14.3%	\$3,419	404	40.3%	\$1,124	227	22.6%	\$1,197
2003	1	807	25.7%	\$2,369	108	13.4%	\$3,086	139	17.2%	\$3,369	303	37.5%	\$1,050	186	23.0%	\$1,315
	2	873	27.8%	\$2,463	141	16.2%	\$3,457	154	17.6%	\$3,074	291	33.3%	\$1,085	222	25.4%	\$1,190
	3	926	29.4%	\$2,506	206	22.2%	\$2,845	158	17.1%	\$3,180	344	37.1%	\$1,049	223	24.1%	\$1,235
	4	861	27.4%	\$2,651	177	20.6%	\$3,046	163	18.9%	\$3,379	329	38.2%	\$1,127	192	22.3%	\$1,230
2004	1	744	23.7%	\$2,344	129	17.3%	\$2,623	144	19.4%	\$3,205	297	39.9%	\$1,030	167	22.4%	\$1,221
	2	762	24.2%	\$2,354	161	21.1%	\$2,834	144	18.9%	\$2,628	337	44.2%	\$1,096	168	22.0%	\$1,047
	3	707	22.5%	\$2,335	166	23.5%	\$2,738	120	17.0%	\$2,810	320	45.3%	\$967	165	23.3%	\$1,004
	4	621	19.7%	\$2,453	127	20.5%	\$2,449	108	17.4%	\$3,474	306	49.3%	\$1,179	122	19.6%	\$1,121
2005	1	498	15.8%	\$2,005	75	15.1%	\$2,117	99	19.9%	\$2,874	219	44.0%	\$946	101	20.3%	\$895
	2	425	13.5%	\$2,093	93	21.9%	\$2,352	82	19.3%	\$2,367	190	44.7%	\$876	90	21.2%	\$920
	3	592	18.8%	\$1,888	162	27.4%	\$2,294	110	18.6%	\$1,938	280	47.3%	\$807	82	13.9%	\$983
	4	831	26.4%	\$2,730	192	23.1%	\$3,235	159	19.1%	\$3,143	386	46.5%	\$1,207	132	15.9%	\$1,241
2006	1	1118	35.5%	\$2,681	200	17.9%	\$3,140	227	20.3%	\$3,207	496	44.4%	\$1,333	224	20.0%	\$1,230
	2	1541	49.0%	\$3,039	313	20.3%	\$3,575	362	23.5%	\$3,258	708	45.9%	\$1,370	281	18.2%	\$1,446
	3	1568	49.9%	\$3,476	363	23.2%	\$3,980	374	23.9%	\$4,010	647	41.3%	\$1,454	302	19.3%	\$1,489
	4	1375	43.7%	\$3,810	299	21.7%	\$4,601	360	26.2%	\$4,279	511	37.2%	\$1,596	265	19.3%	\$1,610
2007	1	1242	39.5%	\$3,592	214	17.2%	\$4,180	346	27.9%	\$4,304	430	34.6%	\$1,444	239	19.2%	\$1,755
	2	1254	39.9%	\$4,140	291	23.2%	\$4,597	342	27.3%	\$4,572	420	33.5%	\$1,657	238	19.0%	\$1,684
	3	1259	40.0%	\$4,244	324	25.7%	\$4,875	326	25.9%	\$4,922	432	34.3%	\$1,441	224	17.8%	\$1,721
	4	1263	40.2%	\$4,431	300	23.8%	\$5,104	339	26.8%	\$5,101	396	31.4%	\$1,498	238	18.8%	\$1,714
2008	1	1194	38.0%	\$4,030	215	18.0%	\$4,569	316	26.5%	\$5,211	367	30.7%	\$1,450	218	18.3%	\$1,740
	2	1248	39.7%	\$4,365	282	22.6%	\$4,954	322	25.8%	\$5,192	432	34.6%	\$1,481	232	18.6%	\$1,674
	3	1210	38.5%	\$4,637	294	24.3%	\$5,350	320	26.4%	\$5,391	344	28.4%	\$1,654	242	20.0%	\$1,778
	4	1150	36.6%	\$4,711	261	22.7%	\$5,739	291	25.3%	\$5,531	298	25.9%	\$1,809	232	20.2%	\$1,768
2009	1	943	30.0%	\$4,093	165	17.5%	\$4,948	231	24.5%	\$5,143	227	24.1%	\$1,786	212	22.5%	\$1,732
	2	969	30.8%	\$4,401	197	20.3%	\$5,516	200	20.6%	\$5,864	238	24.6%	\$1,726	197	20.3%	\$1,909

NAICS code

23 = Construction, 31-33 = Manufacturing, 56 = Administrative and Support and Waste Management and Remediation Services

72 = Accommodation and Food Services

Appendix C (cont.)

Table 9

Qualified Employment Rate and Average Quarterly Gross Wage of Female Offenders by Industry (Figures 7 & 8)

Year	QTR	Female (n=546)			Manufacturing (NAICS: 31-33)			Retail Trade (NAICS: 44-45)			Admin. & Support (NAICS: 56)			Accom. & Food (NAICS: 72)		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean	Empl. Count	Prop. %	QW Mean
1999	1	216	39.6%	\$2,033	25	11.6%	\$2,481	37	17.1%	\$1,517	44	20.4%	\$906	61	28.2%	\$715
	2	249	45.6%	\$2,089	23	9.2%	\$2,842	44	17.7%	\$1,575	56	22.5%	\$978	77	30.9%	\$943
	3	266	48.7%	\$2,019	26	9.8%	\$2,674	42	15.8%	\$1,692	60	22.6%	\$937	78	29.3%	\$986
	4	267	48.9%	\$1,974	23	8.6%	\$2,417	44	16.5%	\$1,615	63	23.6%	\$956	87	32.6%	\$885
2000	1	245	44.9%	\$1,859	22	9.0%	\$2,394	51	20.8%	\$1,518	64	26.1%	\$688	94	38.4%	\$1,003
	2	252	46.2%	\$1,939	19	7.5%	\$2,896	44	17.5%	\$1,495	87	34.5%	\$728	103	40.9%	\$979
	3	236	43.2%	\$2,108	18	7.6%	\$2,539	48	20.3%	\$1,438	63	26.7%	\$1,116	112	47.5%	\$1,002
	4	242	44.3%	\$2,174	15	6.2%	\$2,835	56	23.1%	\$2,035	82	33.9%	\$993	87	36.0%	\$1,134
2001	1	233	42.7%	\$1,885	17	7.3%	\$2,254	40	17.2%	\$1,849	64	27.5%	\$633	107	45.9%	\$903
	2	240	44.0%	\$1,988	28	11.7%	\$1,994	46	19.2%	\$1,642	61	25.4%	\$712	101	42.1%	\$947
	3	221	40.5%	\$1,933	26	11.8%	\$2,059	47	21.3%	\$1,517	61	27.6%	\$934	94	42.5%	\$984
	4	217	39.7%	\$2,184	19	8.8%	\$2,720	44	20.3%	\$1,854	59	27.2%	\$1,139	82	37.8%	\$1,160
2002	1	208	38.1%	\$2,101	18	8.7%	\$2,427	37	17.8%	\$1,843	52	25.0%	\$950	92	44.2%	\$1,106
	2	218	39.9%	\$2,012	17	7.8%	\$2,903	32	14.7%	\$1,412	70	32.1%	\$828	104	47.7%	\$1,117
	3	219	40.1%	\$1,911	14	6.4%	\$1,536	36	16.4%	\$1,456	55	25.1%	\$1,192	108	49.3%	\$1,085
	4	205	37.5%	\$1,982	15	7.3%	\$2,590	43	21.0%	\$1,535	53	25.9%	\$967	99	48.3%	\$1,184
2003	1	175	32.1%	\$1,848	13	7.4%	\$1,856	30	17.1%	\$1,640	56	32.0%	\$945	89	50.9%	\$1,065
	2	171	31.3%	\$1,937	8	4.7%	\$3,155	24	14.0%	\$1,342	61	35.7%	\$1,178	87	50.9%	\$1,058
	3	159	29.1%	\$2,180	14	8.8%	\$2,416	18	11.3%	\$1,614	56	35.2%	\$898	83	52.2%	\$1,045
	4	157	28.8%	\$1,880	15	9.6%	\$3,161	27	17.2%	\$1,281	43	27.4%	\$744	67	42.7%	\$1,243
2004	1	146	26.7%	\$1,685	15	10.3%	\$2,553	20	13.7%	\$1,570	39	26.7%	\$840	81	55.5%	\$822
	2	149	27.3%	\$1,814	17	11.4%	\$2,579	17	11.4%	\$1,539	52	34.9%	\$893	86	57.7%	\$819
	3	145	26.6%	\$1,809	16	11.0%	\$2,674	21	14.5%	\$1,482	49	33.8%	\$1,005	84	57.9%	\$852
	4	139	25.5%	\$1,813	8	5.8%	\$2,898	12	8.6%	\$1,137	48	34.5%	\$1,152	96	69.1%	\$914
2005	1	111	20.3%	\$1,604	9	8.1%	\$1,795	7	6.3%	\$980	27	24.3%	\$946	75	67.6%	\$777
	2	110	20.1%	\$1,708	13	11.8%	\$2,267	6	5.5%	\$842	34	30.9%	\$877	61	55.5%	\$1,181
	3	117	21.4%	\$1,572	18	15.4%	\$2,581	11	9.4%	\$827	37	31.6%	\$778	75	64.1%	\$745
	4	150	27.5%	\$1,906	30	20.0%	\$2,225	14	9.3%	\$1,574	53	35.3%	\$948	89	59.3%	\$987
2006	1	184	33.7%	\$2,071	28	15.2%	\$2,384	17	9.2%	\$1,956	71	38.6%	\$862	102	55.4%	\$1,321
	2	262	48.0%	\$2,004	35	13.4%	\$2,046	29	11.1%	\$1,616	121	46.2%	\$993	145	55.3%	\$1,261
	3	277	50.7%	\$2,364	38	13.7%	\$3,061	30	10.8%	\$2,220	105	37.9%	\$1,264	179	64.6%	\$1,316
	4	242	44.3%	\$2,557	36	14.9%	\$2,758	33	13.6%	\$2,553	71	29.3%	\$1,183	135	55.8%	\$1,604
2007	1	223	40.8%	\$2,601	27	12.1%	\$3,306	37	16.6%	\$2,095	64	28.7%	\$1,202	113	50.7%	\$1,759
	2	237	43.4%	\$2,697	33	13.9%	\$2,868	40	16.9%	\$2,166	65	27.4%	\$1,605	123	51.9%	\$1,765
	3	228	41.8%	\$2,768	36	15.8%	\$3,219	29	12.7%	\$2,746	53	23.2%	\$1,574	117	51.3%	\$1,894
	4	229	41.9%	\$2,873	32	14.0%	\$3,557	36	15.7%	\$1,892	64	27.9%	\$1,304	119	52.0%	\$2,098
2008	1	227	41.6%	\$2,730	26	11.5%	\$4,011	32	14.1%	\$2,151	57	25.1%	\$1,241	130	57.3%	\$2,000
	2	231	42.3%	\$2,720	23	10.0%	\$3,437	30	13.0%	\$2,134	79	34.2%	\$765	134	58.0%	\$2,065
	3	229	41.9%	\$2,923	22	9.6%	\$4,136	26	11.4%	\$2,884	69	30.1%	\$1,252	127	55.5%	\$1,949
	4	214	39.2%	\$3,054	31	14.5%	\$3,943	23	10.7%	\$3,339	51	23.8%	\$1,491	118	55.1%	\$1,915
2009	1	177	32.4%	\$3,250	24	13.6%	\$4,296	20	11.3%	\$3,335	28	15.8%	\$1,618	101	57.1%	\$2,151
	2	192	35.2%	\$3,257	22	11.5%	\$4,534	25	13.0%	\$2,699	31	16.1%	\$1,451	103	53.6%	\$2,301

NAICS code

31-33 = Manufacturing, 44-45 = Retail Trade, 56 = Administrative and Support and Waste Management and Remediation Services

72 = Accommodation and Food Services

Appendix C (cont.)

Table 10  
 Qualified Employment Rate and Average Quarterly Gross Wage by Race/Ethnicity (Figures 9 & 10)

Year	QTR	Asian/Pacific Islander Non-Hispanic (n=32)			American Indian/Alaska Native Non-Hispanic (n=67)			Black Non-Hispanic (n=765)			White Hispanic (n=110)			White Non-Hispanic (n=2,714)		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean
1999	1	9	28.1%	\$2,944	12	17.9%	\$912	182	23.8%	\$1,360	38	34.5%	\$2,848	1045	38.5%	\$2,563
	2	9	28.1%	\$3,589	12	17.9%	\$1,031	218	28.5%	\$1,474	41	37.3%	\$2,864	1146	42.2%	\$2,739
	3	12	37.5%	\$3,198	18	26.9%	\$1,108	216	28.2%	\$1,674	49	44.5%	\$2,879	1216	44.8%	\$2,926
	4	14	43.8%	\$3,659	22	32.8%	\$1,648	218	28.5%	\$1,861	42	38.2%	\$3,056	1190	43.8%	\$3,016
2000	1	15	46.9%	\$3,242	17	25.4%	\$1,208	209	27.3%	\$1,824	34	30.9%	\$2,935	1140	42.0%	\$2,645
	2	17	53.1%	\$3,105	15	22.4%	\$1,415	226	29.5%	\$1,732	42	38.2%	\$2,647	1188	43.8%	\$2,905
	3	14	43.8%	\$4,282	16	23.9%	\$1,195	231	30.2%	\$1,763	44	40.0%	\$3,049	1195	44.0%	\$2,918
	4	16	50.0%	\$4,633	14	20.9%	\$1,591	230	30.1%	\$1,729	41	37.3%	\$3,427	1138	41.9%	\$3,030
2001	1	15	46.9%	\$4,194	18	26.9%	\$1,166	207	27.1%	\$1,541	39	35.5%	\$3,092	1058	39.0%	\$2,665
	2	17	53.1%	\$3,211	15	22.4%	\$1,371	187	24.4%	\$1,684	43	39.1%	\$2,296	1130	41.6%	\$2,761
	3	17	53.1%	\$3,772	16	23.9%	\$964	193	25.2%	\$1,651	38	34.5%	\$2,870	1095	40.3%	\$2,813
	4	14	43.8%	\$4,681	18	26.9%	\$1,300	189	24.7%	\$1,815	35	31.8%	\$2,553	1034	38.1%	\$2,884
2002	1	17	53.1%	\$3,069	15	22.4%	\$1,330	179	23.4%	\$1,575	32	29.1%	\$2,427	881	32.5%	\$2,689
	2	16	50.0%	\$3,245	21	31.3%	\$1,404	191	25.0%	\$1,684	37	33.6%	\$2,629	941	34.7%	\$2,783
	3	14	43.8%	\$4,097	16	23.9%	\$1,768	189	24.7%	\$1,890	37	33.6%	\$2,900	991	36.5%	\$2,595
	4	14	43.8%	\$3,856	19	28.4%	\$1,746	203	26.5%	\$1,666	38	34.5%	\$2,715	934	34.4%	\$2,649
2003	1	15	46.9%	\$2,867	9	13.4%	\$1,025	171	22.4%	\$1,600	27	24.5%	\$2,916	760	28.0%	\$2,409
	2	12	37.5%	\$3,349	8	11.9%	\$985	179	23.4%	\$1,718	30	27.3%	\$3,086	815	30.0%	\$2,495
	3	13	40.6%	\$2,870	7	10.4%	\$1,224	208	27.2%	\$1,640	35	31.8%	\$3,501	822	30.3%	\$2,625
	4	12	37.5%	\$2,940	8	11.9%	\$1,076	193	25.2%	\$1,907	32	29.1%	\$3,160	773	28.5%	\$2,671
2004	1	9	28.1%	\$2,742	7	10.4%	\$1,954	163	21.3%	\$1,676	24	21.8%	\$3,078	686	25.3%	\$2,337
	2	10	31.3%	\$2,999	4	6.0%	\$1,897	173	22.6%	\$1,787	30	27.3%	\$2,491	693	25.5%	\$2,370
	3	9	28.1%	\$3,526	8	11.9%	\$499	157	20.5%	\$1,692	36	32.7%	\$2,102	642	23.7%	\$2,392
	4	6	18.8%	\$3,762	9	13.4%	\$1,369	148	19.3%	\$1,864	23	20.9%	\$2,664	574	21.1%	\$2,445
2005	1	7	21.9%	\$3,356	6	9.0%	\$1,498	113	14.8%	\$1,386	20	18.2%	\$2,176	463	17.1%	\$2,038
	2	7	21.9%	\$3,720	7	10.4%	\$1,354	104	13.6%	\$1,406	14	12.7%	\$2,653	403	14.8%	\$2,130
	3	9	28.1%	\$3,536	7	10.4%	\$1,011	118	15.4%	\$1,491	21	19.1%	\$1,862	553	20.4%	\$1,891
	4	11	34.4%	\$3,341	14	20.9%	\$2,312	164	21.4%	\$1,978	27	24.5%	\$2,755	764	28.2%	\$2,727
2006	1	13	40.6%	\$3,798	18	26.9%	\$2,037	223	29.2%	\$1,909	32	29.1%	\$2,593	1015	37.4%	\$2,740
	2	19	59.4%	\$3,738	22	32.8%	\$1,882	300	39.2%	\$1,979	50	45.5%	\$3,197	1411	52.0%	\$3,075
	3	16	50.0%	\$3,993	23	34.3%	\$1,498	292	38.2%	\$2,203	53	48.2%	\$3,899	1460	53.8%	\$3,530
	4	17	53.1%	\$4,146	17	25.4%	\$1,889	251	32.8%	\$2,362	50	45.5%	\$4,181	1280	47.2%	\$3,867
2007	1	15	46.9%	\$4,338	19	28.4%	\$1,466	222	29.0%	\$2,311	37	33.6%	\$3,447	1170	43.1%	\$3,681
	2	12	37.5%	\$5,036	17	25.4%	\$1,877	225	29.4%	\$2,415	39	35.5%	\$4,097	1197	44.1%	\$4,206
	3	15	46.9%	\$4,575	13	19.4%	\$1,529	226	29.5%	\$2,388	34	30.9%	\$4,415	1198	44.1%	\$4,335
	4	20	62.5%	\$4,219	13	19.4%	\$3,589	226	29.5%	\$2,572	39	35.5%	\$3,901	1193	44.0%	\$4,515
2008	1	20	62.5%	\$5,093	13	19.4%	\$2,097	202	26.4%	\$2,300	40	36.4%	\$3,125	1146	42.2%	\$4,112
	2	19	59.4%	\$4,883	15	22.4%	\$2,156	218	28.5%	\$2,391	42	38.2%	\$3,805	1184	43.6%	\$4,451
	3	15	46.9%	\$6,447	17	25.4%	\$1,854	213	27.8%	\$2,794	38	34.5%	\$4,466	1155	42.6%	\$4,663
	4	16	50.0%	\$6,611	16	23.9%	\$2,218	208	27.2%	\$2,698	37	33.6%	\$4,462	1086	40.0%	\$4,790
2009	1	15	46.9%	\$6,113	10	14.9%	\$2,306	181	23.7%	\$2,411	27	24.5%	\$4,238	886	32.6%	\$4,253
	2	15	46.9%	\$5,804	12	17.9%	\$2,197	172	22.5%	\$2,486	28	25.5%	\$4,069	933	34.4%	\$4,539

Appendix C (cont.)

Table 11

Qualified Employment Rate and Average Quarterly Gross Wage by Age Group (Figures 11 & 12)

Year	QTR	18-20			21-30			31-40			41-50			51-60			61+		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean
1999	1	1	0.8%	*****	521	34.2%	\$1,539	413	38.0%	\$2,520	282	36.3%	\$3,323	59	38.3%	\$4,346	10	31.3%	\$3,483
	2	3	2.5%	*****	592	38.9%	\$1,630	451	41.5%	\$2,822	309	39.8%	\$3,443	62	40.3%	\$4,568	9	28.1%	\$3,864
	3	6	5.1%	\$809	632	41.5%	\$1,722	481	44.3%	\$3,109	321	41.3%	\$3,688	62	40.3%	\$4,809	10	31.3%	\$4,807
	4	4	3.4%	*****	638	41.9%	\$1,901	458	42.1%	\$3,220	317	40.8%	\$3,644	60	39.0%	\$5,090	11	34.4%	\$5,732
2000	1	7	5.9%	\$298	603	39.6%	\$1,723	442	40.7%	\$2,829	287	36.9%	\$3,257	65	42.2%	\$4,307	12	37.5%	\$5,049
	2	15	12.7%	\$465	656	43.1%	\$1,887	447	41.1%	\$3,105	296	38.1%	\$3,551	63	40.9%	\$4,688	11	34.4%	\$4,385
	3	15	12.7%	\$485	676	44.4%	\$1,793	428	39.4%	\$3,364	303	39.0%	\$3,590	70	45.5%	\$4,394	9	28.1%	\$5,913
	4	12	10.2%	\$402	631	41.4%	\$1,967	423	38.9%	\$3,359	304	39.1%	\$3,345	61	39.6%	\$5,746	9	28.1%	\$5,613
2001	1	17	14.4%	\$373	604	39.7%	\$1,714	381	35.1%	\$3,012	278	35.8%	\$3,208	49	31.8%	\$4,403	9	28.1%	\$5,148
	2	21	17.8%	\$651	620	40.7%	\$1,862	393	36.2%	\$3,096	301	38.7%	\$3,129	49	31.8%	\$4,980	9	28.1%	\$4,521
	3	28	23.7%	\$754	601	39.5%	\$1,916	390	35.9%	\$3,086	281	36.2%	\$3,273	52	33.8%	\$4,765	9	28.1%	\$4,907
	4	28	23.7%	\$593	584	38.3%	\$1,977	360	33.1%	\$3,127	261	33.6%	\$3,495	52	33.8%	\$4,777	7	21.9%	\$6,704
2002	1	24	20.3%	\$655	498	32.7%	\$1,850	320	29.4%	\$2,809	229	29.5%	\$3,204	47	30.5%	\$4,157	6	18.8%	\$6,005
	2	25	21.2%	\$537	534	35.1%	\$1,976	337	31.0%	\$3,062	254	32.7%	\$3,051	49	31.8%	\$4,327	7	21.9%	\$4,499
	3	32	27.1%	\$730	547	35.9%	\$1,865	353	32.5%	\$2,906	259	33.3%	\$3,189	51	33.1%	\$3,729	6	18.8%	\$6,102
	4	26	22.0%	\$620	539	35.4%	\$1,915	352	32.4%	\$2,786	239	30.8%	\$3,260	45	29.2%	\$3,506	7	21.9%	\$5,323
2003	1	28	23.7%	\$525	439	28.8%	\$1,742	286	26.3%	\$2,572	188	24.2%	\$3,030	35	22.7%	\$3,534	6	18.8%	\$4,491
	2	24	20.3%	\$851	455	29.9%	\$1,858	330	30.4%	\$2,559	190	24.5%	\$3,283	40	26.0%	\$3,199	5	15.6%	\$3,950
	3	37	31.4%	\$864	459	30.1%	\$1,886	348	32.0%	\$2,794	203	26.1%	\$3,246	35	22.7%	\$3,607	3	9.4%	*****
	4	35	29.7%	\$1,182	426	28.0%	\$1,938	321	29.5%	\$3,012	197	25.4%	\$3,266	36	23.4%	\$2,620	3	9.4%	*****
2004	1	32	27.1%	\$1,087	371	24.4%	\$1,763	286	26.3%	\$2,614	168	21.6%	\$2,957	31	20.1%	\$1,687	2	6.3%	*****
	2	41	34.7%	\$1,096	385	25.3%	\$1,900	294	27.0%	\$2,365	169	21.8%	\$3,131	20	13.0%	\$2,853	2	6.3%	*****
	3	43	36.4%	\$1,112	341	22.4%	\$1,911	263	24.2%	\$2,553	173	22.3%	\$2,657	29	18.8%	\$2,422	3	9.4%	*****
	4	37	31.4%	\$1,153	299	19.6%	\$2,022	242	22.3%	\$2,613	156	20.1%	\$2,704	23	14.9%	\$2,738	3	9.4%	*****
2005	1	27	22.9%	\$1,009	251	16.5%	\$1,764	191	17.6%	\$2,145	125	16.1%	\$2,131	13	8.4%	\$1,899	2	6.3%	*****
	2	21	17.8%	\$1,133	235	15.4%	\$1,768	171	15.7%	\$2,184	96	12.4%	\$2,528	9	5.8%	\$1,301	3	9.4%	*****
	3	23	19.5%	\$1,063	309	20.3%	\$1,630	213	19.6%	\$2,164	144	18.5%	\$1,942	16	10.4%	\$1,378	4	12.5%	*****
	4	24	20.3%	\$1,263	427	28.0%	\$2,355	313	28.8%	\$2,737	186	23.9%	\$3,100	26	16.9%	\$2,830	5	15.6%	\$2,289
2006	1	33	28.0%	\$965	542	35.6%	\$2,419	414	38.1%	\$2,701	270	34.7%	\$2,942	39	25.3%	\$3,010	4	12.5%	*****
	2	51	43.2%	\$1,673	770	50.6%	\$2,705	573	52.7%	\$3,041	349	44.9%	\$3,219	56	36.4%	\$2,871	4	12.5%	*****
	3	57	48.3%	\$1,877	782	51.3%	\$2,943	560	51.5%	\$3,647	378	48.6%	\$3,741	62	40.3%	\$3,665	6	18.8%	\$2,174
	4	51	43.2%	\$2,201	692	45.4%	\$3,218	504	46.4%	\$3,871	313	40.3%	\$4,242	53	34.4%	\$4,218	4	12.5%	*****
2007	1	42	35.6%	\$2,007	606	39.8%	\$3,126	458	42.1%	\$3,633	306	39.4%	\$3,907	51	33.1%	\$3,932	2	6.3%	*****
	2	46	39.0%	\$2,335	625	41.0%	\$3,579	451	41.5%	\$4,133	315	40.5%	\$4,403	53	34.4%	\$4,434	1	3.1%	*****
	3	47	39.8%	\$2,654	640	42.0%	\$3,575	439	40.4%	\$4,329	310	39.9%	\$4,551	51	33.1%	\$4,916	0	0.0%	*****
	4	51	43.2%	\$2,300	645	42.4%	\$3,902	445	40.9%	\$4,448	300	38.6%	\$4,613	51	33.1%	\$5,033	0	0.0%	*****
2008	1	48	40.7%	\$2,259	609	40.0%	\$3,574	434	39.9%	\$4,001	283	36.4%	\$4,236	47	30.5%	\$4,479	0	0.0%	*****
	2	47	39.8%	\$1,976	644	42.3%	\$3,831	444	40.8%	\$4,300	295	38.0%	\$4,661	49	31.8%	\$4,734	0	0.0%	*****
	3	51	43.2%	\$2,260	604	39.7%	\$4,144	446	41.0%	\$4,475	291	37.5%	\$4,951	47	30.5%	\$4,784	0	0.0%	*****
	4	48	40.7%	\$2,730	565	37.1%	\$4,248	430	39.6%	\$4,496	278	35.8%	\$5,030	42	27.3%	\$4,930	1	3.1%	*****
2009	1	41	34.7%	\$2,330	474	31.1%	\$3,777	346	31.8%	\$3,900	223	28.7%	\$4,658	34	22.1%	\$4,659	2	6.3%	*****
	2	37	31.4%	\$2,743	485	31.8%	\$3,957	362	33.3%	\$4,307	240	30.9%	\$4,746	36	23.4%	\$4,701	1	3.1%	*****

Appendix C (cont.)

**Table 12**  
**Qualified Employment Rate and Average Quarterly Gross Wage by Education Level (Figures 13 & 14)**

Year	QTR	Less Than HS Diploma (n=570)			High School Diploma/GED (n=2733)			College Degrees (n=273)		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean
1999	1	169	29.6%	\$2,010	958	35.1%	\$2,318	114	41.8%	\$3,462
	2	171	30.0%	\$2,058	1077	39.4%	\$2,466	130	47.6%	\$3,624
	3	193	33.9%	\$2,312	1133	41.5%	\$2,635	134	49.1%	\$4,002
	4	196	34.4%	\$2,134	1110	40.6%	\$2,795	130	47.6%	\$4,044
2000	1	179	31.4%	\$2,007	1052	38.5%	\$2,485	129	47.3%	\$3,532
	2	187	32.8%	\$2,100	1108	40.5%	\$2,678	140	51.3%	\$3,688
	3	196	34.4%	\$2,074	1119	40.9%	\$2,712	129	47.3%	\$4,110
	4	198	34.7%	\$2,166	1069	39.1%	\$2,776	132	48.4%	\$4,226
2001	1	171	30.0%	\$1,951	1010	37.0%	\$2,416	118	43.2%	\$3,839
	2	177	31.1%	\$2,061	1053	38.5%	\$2,559	125	45.8%	\$3,556
	3	190	33.3%	\$1,778	1010	37.0%	\$2,659	123	45.1%	\$3,760
	4	158	27.7%	\$2,121	979	35.8%	\$2,684	113	41.4%	\$3,675
2002	1	145	25.4%	\$1,847	845	30.9%	\$2,451	100	36.6%	\$3,617
	2	161	28.2%	\$2,156	911	33.3%	\$2,531	103	37.7%	\$3,455
	3	169	29.6%	\$2,029	938	34.3%	\$2,465	103	37.7%	\$3,515
	4	159	27.9%	\$1,917	909	33.3%	\$2,506	105	38.5%	\$2,961
2003	1	125	21.9%	\$1,862	736	26.9%	\$2,225	87	31.9%	\$3,146
	2	135	23.7%	\$1,847	780	28.5%	\$2,333	90	33.0%	\$3,275
	3	132	23.2%	\$2,226	824	30.2%	\$2,364	90	33.0%	\$3,419
	4	130	22.8%	\$2,210	776	28.4%	\$2,490	75	27.5%	\$3,229
2004	1	121	21.2%	\$1,952	674	24.7%	\$2,246	59	21.6%	\$2,561
	2	127	22.3%	\$2,127	692	25.3%	\$2,237	56	20.5%	\$2,768
	3	124	21.8%	\$2,081	634	23.2%	\$2,243	62	22.7%	\$2,820
	4	106	18.6%	\$2,035	575	21.0%	\$2,358	52	19.0%	\$2,778
2005	1	81	14.2%	\$1,631	457	16.7%	\$1,950	50	18.3%	\$2,148
	2	82	14.4%	\$1,928	398	14.6%	\$1,964	40	14.7%	\$2,423
	3	97	17.0%	\$1,814	532	19.5%	\$1,812	59	21.6%	\$2,013
	4	126	22.1%	\$2,497	756	27.7%	\$2,596	74	27.1%	\$3,059
2006	1	163	28.6%	\$2,114	1002	36.7%	\$2,607	97	35.5%	\$3,499
	2	217	38.1%	\$2,287	1391	50.9%	\$2,959	144	52.7%	\$3,212
	3	242	42.5%	\$2,672	1405	51.4%	\$3,369	148	54.2%	\$3,852
	4	212	37.2%	\$2,852	1227	44.9%	\$3,715	131	48.0%	\$3,993
2007	1	183	32.1%	\$2,641	1110	40.6%	\$3,466	124	45.4%	\$4,315
	2	194	34.0%	\$3,003	1121	41.0%	\$3,981	130	47.6%	\$4,585
	3	188	33.0%	\$3,117	1131	41.4%	\$4,123	119	43.6%	\$4,626
	4	193	33.9%	\$3,212	1140	41.7%	\$4,300	118	43.2%	\$4,664
2008	1	183	32.1%	\$2,912	1083	39.6%	\$3,887	120	44.0%	\$4,399
	2	184	32.3%	\$3,230	1135	41.5%	\$4,156	119	43.6%	\$4,957
	3	190	33.3%	\$3,457	1090	39.9%	\$4,500	122	44.7%	\$4,477
	4	168	29.5%	\$3,683	1054	38.6%	\$4,486	106	38.8%	\$5,319
2009	1	137	24.0%	\$3,210	857	31.4%	\$4,030	95	34.8%	\$4,545
	2	138	24.2%	\$3,395	889	32.5%	\$4,278	105	38.5%	\$4,758

Appendix C (cont.)

Table 13

Qualified Employment Rate and Average Quarterly Gross Wage by Risk Level (Figures 15 & 16)

Year	QTR	Lower Risk Level			Moderate Risk Level			Higher Risk Level		
		Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean	Empl. Count	Empl. Rate	QW Mean
1999	1	168	41.6%	\$3,046	264	34.7%	\$2,181	143	32.6%	\$1,820
	2	191	47.3%	\$3,290	314	41.3%	\$2,280	150	34.2%	\$2,097
	3	193	47.8%	\$3,462	321	42.2%	\$2,594	159	36.3%	\$2,203
	4	186	46.0%	\$3,483	331	43.5%	\$2,700	164	37.4%	\$2,040
2000	1	172	42.6%	\$3,314	298	39.2%	\$2,493	151	34.5%	\$2,112
	2	178	44.1%	\$3,606	326	42.8%	\$2,613	159	36.3%	\$2,233
	3	180	44.6%	\$3,779	330	43.4%	\$2,523	160	36.5%	\$2,068
	4	180	44.6%	\$3,597	309	40.6%	\$2,701	158	36.1%	\$2,049
2001	1	176	43.6%	\$3,259	271	35.6%	\$2,351	146	33.3%	\$1,702
	2	178	44.1%	\$3,372	294	38.6%	\$2,445	140	32.0%	\$1,939
	3	159	39.4%	\$3,654	297	39.0%	\$2,345	137	31.3%	\$2,131
	4	164	40.6%	\$3,476	291	38.2%	\$2,491	127	29.0%	\$2,070
2002	1	136	33.7%	\$3,542	246	32.3%	\$2,300	133	30.4%	\$1,734
	2	153	37.9%	\$3,418	270	35.5%	\$2,464	129	29.5%	\$2,224
	3	154	38.1%	\$3,228	274	36.0%	\$2,467	136	31.1%	\$2,138
	4	147	36.4%	\$3,229	273	35.9%	\$2,529	136	31.1%	\$2,108
2003	1	116	28.7%	\$2,890	227	29.8%	\$2,170	116	26.5%	\$1,808
	2	125	30.9%	\$3,021	228	30.0%	\$2,378	132	30.1%	\$2,052
	3	118	29.2%	\$3,110	245	32.2%	\$2,230	131	29.9%	\$2,500
	4	105	26.0%	\$3,125	238	31.3%	\$2,232	138	31.5%	\$2,227
2004	1	90	22.3%	\$2,618	196	25.8%	\$1,989	116	26.5%	\$1,954
	2	80	19.8%	\$2,625	204	26.8%	\$2,170	120	27.4%	\$1,966
	3	67	16.6%	\$2,494	184	24.2%	\$2,120	117	26.7%	\$2,089
	4	64	15.8%	\$2,382	170	22.3%	\$2,363	117	26.7%	\$2,294
2005	1	41	10.1%	\$2,269	135	17.7%	\$1,808	86	19.6%	\$1,918
	2	32	7.9%	\$1,749	98	12.9%	\$2,156	81	18.5%	\$2,006
	3	65	16.1%	\$2,000	147	19.3%	\$2,019	97	22.1%	\$1,683
	4	135	33.4%	\$2,853	214	28.1%	\$2,690	118	26.9%	\$2,951
2006	1	181	44.8%	\$3,183	300	39.4%	\$2,627	145	33.1%	\$2,347
	2	237	58.7%	\$3,736	423	55.6%	\$2,956	208	47.5%	\$2,384
	3	260	64.4%	\$4,176	426	56.0%	\$3,343	217	49.5%	\$2,702
	4	227	56.2%	\$4,624	373	49.0%	\$3,523	180	41.1%	\$2,817
2007	1	212	52.5%	\$4,453	310	40.7%	\$3,458	157	35.8%	\$3,062
	2	222	55.0%	\$5,017	332	43.6%	\$3,838	166	37.9%	\$3,208
	3	209	51.7%	\$5,161	322	42.3%	\$3,966	158	36.1%	\$3,327
	4	207	51.2%	\$5,317	322	42.3%	\$4,348	154	35.2%	\$3,401
2008	1	202	50.0%	\$4,954	302	39.7%	\$3,773	153	34.9%	\$3,114
	2	200	49.5%	\$5,522	330	43.4%	\$4,168	163	37.2%	\$3,180
	3	196	48.5%	\$5,662	306	40.2%	\$4,641	162	37.0%	\$3,454
	4	188	46.5%	\$6,096	297	39.0%	\$4,672	151	34.5%	\$3,164
2009	1	167	41.3%	\$4,856	247	32.5%	\$4,287	114	26.0%	\$2,750
	2	162	40.1%	\$5,661	268	35.2%	\$4,340	120	27.4%	\$2,797



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